

APRIL, 1967

A Message from the General President

Looking to the Future

BY THE TIME this issue of the International Teamster magazine reaches you, I could very well have surrendered to the U. S. Marshal in connection with my present legal difficulties.

I want each and every one of our 1.8 million members to know that the battle is not over. Over the past 35 years you have never known me to walk away from a difficult problem, and you have never known me to quit fighting.

Nothing has changed. The leadership I have given this International Union has never been the leadership of a quitter, nor will it ever be.

My attorneys have filed motions in all the courts attempting to have my bail extended for several reasons:

1. As an American citizen, I believe that I should have the same rights to bail while motions based on new evidence are processed through the courts, as others have.

2. Our freight negotiations are underway. Even though the Teamsters have competent negotiators other than myself, I made all the preparations—as I have done since 1938—and have guided the talks thus far. For the good of the union, we believe my bail should be continued until those negotiations are concluded.

Involved are the wages, hours and conditions of one-half million members and their families. The effect that freight negotiations have on standards for another million members, and their families is also involved.

Over the past 35 years, we have gained the best wages in our industry in the world. We have struggled over those years to bring our members health and welfare and pension plans.

Because of our struggles, our members can retire with security under a Teamster-negotiated pension to supplement social security.

We have struggled over the years to obtain language in our contracts to provide job security and make economic clauses meaningful.

None of this has come about easily. There have been strikes. There have been pitched battles with anti-union forces. There have been deaths as we clawed our way up the economic ladder.

Even though this is 1967, we are meeting the same kind of resistance in freight negotiations that we met when we fought on the picketline for our first contracts. The employer has not softened his outlook toward his workers. He still takes advantage of every situation to wring the last nickle of profits for himself.

Frank Fitzsimmons, who will take over during my absence, is a fighter who has been with me throughout my 35 years in the Teamster movement. He will lead negotiations with committee members from all states.

Fitzsimmons knows the industry, is an experienced negotiator, and he will have the same fighting support in those negotiations from the rank-and-file that I have always had. Because of that, we will win in negotiations what the Teamster and his family deserve.

I will remain your elected General President during my temporary unavailability as per delegate action and as per resolutions and motions of the General Executive Board which were approved by representatives of your joint councils across the country.

These actions were taken in separate meetings in Baltimore, Maryland, February 28, 1967, and March 1, 1967.

While I am temporarily unavailable, I know this International Union will grow, that members will prosper, and those who would destroy us will go down to defeat again and again as they have over the past 35 years.

Looking back over those 35 years, I can say the Teamsters have been my life since I was 16 years old. The Teamsters are still my life and will be my life after my present legal difficulties are resolved.

I have been fortunate to be a Teamster official since I was 16 years old, and I am now 54. In 1932, we had 32,000 members. Today we have 1,800,000.

I want to tell you that your support over the years has meant a great deal to me and my family, and it has been that kind of support from the men and women who labor for a living that has urged me on when it would have been easier to walk away. It urges me on today and will tomorrow and forever.

Those who think Jimmy Hoffa is out of the picture don't know what kind of stuff a Teamster is made of. I'll be back, God willing, sooner than our enemies would have you believe.

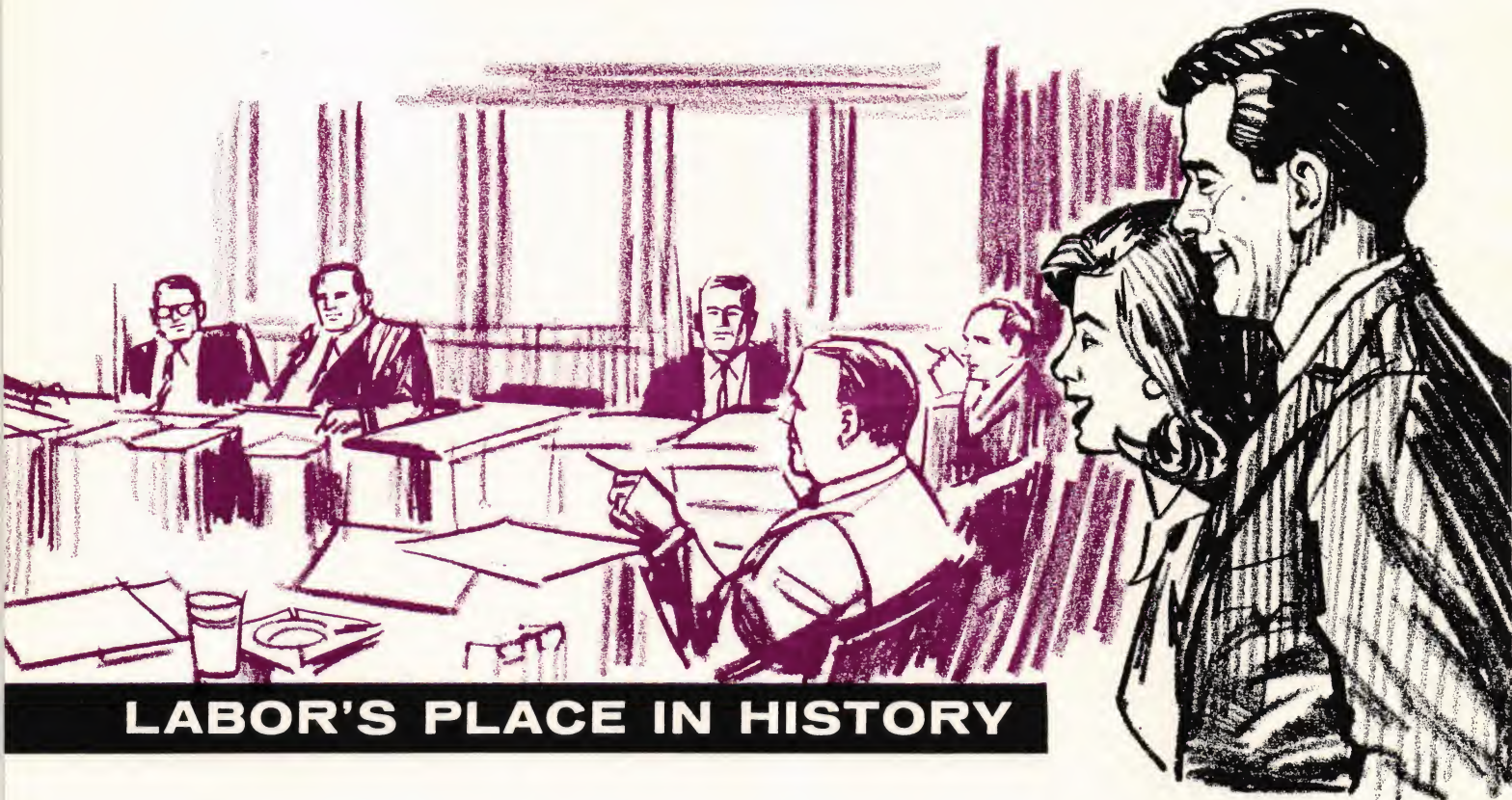
My wife Josephine will remain at the head of the DRIVE Ladies Auxiliary and carry on the legislative battle to keep the Labor Movement free.

And, when my absence is over, I'll be again working for the truck driver, the warehouseman, the members of this International Union because I don't ever intend to retire from the honorable and essential job of representing working people in their battle to get a fair share of the fruits of their production and service.

That is my promise to you.



James R. Hoffa



LABOR'S PLACE IN HISTORY

IF there was ever any doubt that industrial democracy has been a success in the United States, it was dispelled recently at the ceremonies surrounding the casting of the 25 millionth vote in a National Labor Relations Board election.

Of all the speeches made on the occasion, Sam Zagoria, a member of the Board, paid perhaps the greatest tribute to the system of representation elections that has grown under the National Labor Relations Act since its enactment in 1935. He said:

"Industrial democracy has cleared the way for unprecedented industrial growth and has brought the workers improved pay, safer working conditions, and job security. Industrial peace has made possible bold and imaginative contract provisions for pensions, life insurance, apprenticeship programs, and adjustment to an accelerated technology. Multi-employer contracts, multi-union bargaining, pension clearinghouses, worker sabbaticals, and other tools for human relations have emerged from the mutual efforts in the bargaining room."

By way of recognizing the tremendous progress that has been made in achieving peaceful labor-management relations, Zagoria traced the pre-NLRB days of America's industrial relations which "sometimes resembled a casualty list in a war."

He recalled the terrible conflicts of labor-management disputes both before and after the turn of the century. Then came enactment of the Wagner Act guaranteeing workers the right to organize and bargain collectively with their employers.

The keystone of the Act, of course, was that provision charging the government with the responsibility of holding secret ballot elections to decide which union, if any, the employees wanted to represent them for bargaining purposes.

"The Act did not convert the industrial battlefield to an afternoon tea party overnight," said Zagoria. He recalled some of the bloody strikes that followed until the last major hand-to-hand dispute was settled in 1941. He added, "Neither today's labor nor management would want to return to those days of jungle warfare."

In the years that have followed, NLRB elections have become commonplace, hardly noted in contemporary journals. In all, 25 million working men and women exercised their freedom of choice in collective bargaining elections during the first 30 years after the Act became law—a figure which Zagoria pointed out, equals the total population of several states.

He said: "In exercising their right to choose a union or not, working men and women are protected against retaliation, discrimination, or other unfair conduct, whether by employers or unions. Elections have grown in number and participation . . . This year, the Board is holding about 8,000 elections for more than half a million voters with an average 90 per cent participation rate."

Truly, the election process has drawn praise from both labor and management because it is the peaceful, logical way to resolve questions of representation.

"Representation elections," Zagoria said, "have led to the give and take of the bargaining table and hundreds of thousands of contracts have been agreed upon by both parties."

Zagoria said the ceremony of the moment indicated that men are not inevitably committed to hostility and disagreement. He concluded:

"We accept the view that we have hands to shake hands with—as well as to tighten into fists; that we have ears to hear each other's pleas—as well as each other's insults; that we have eyes to look at each other and recognize sincerity and understanding. These things are possible when men of good will sit down together, reason with each other, and search out areas of agreement. . . ."

It is a remarkable record of which exactly half has been contributed by organized labor.

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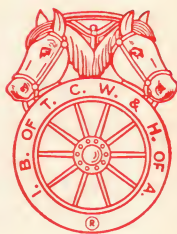
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**Federal Agency Proposes
Standards to Promote
State Highway Safety**



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From The



FIELD

Annand Retires as Head Of Joint Council 42

John M. Annand has retired as president of Teamster Joint Council 42 in Los Angeles and a testimonial dinner for him was scheduled in March in recognition of his more than 30 years in the Teamster movement.

Ted Merrill, newly-appointed general organizer and secretary-treasurer of Teamster Local 692 in Long Beach, Calif, has been named to the council presidency.

Carolina Council Starts Newspaper

Teamster Joint Council 9, headquartered in Charlotte, N. C., and serving both South and North Carolina, has started publishing a newspaper known as "The Carolina Teamster."

R. L. Young, president of the joint council, described the publication: "The purpose of this newspaper is to inform the members of the activities, problems, and progress of the Teamster Brotherhood in the Carolinas."

Driver Rescues Boys In Icy Creek Mishap

Joseph Greenhalgh, an 11-year member of Teamster Local 463 in Philadelphia, recently received the heartfelt thanks from two families whose boys were in danger of drowning in an icy creek at a golf course.

Greenhalgh was hailed by a 10-year-old boy named Daniel Ward who called for help in the case of two boys—Timothy Schaeffer and Joseph Tumas, both 9 years old—who had fallen into a creek.

The Teamster raced to the rescue where he saw the youngsters floundering in 5 feet of water and surrounded by jagged sheets of ice. Greenhalgh grabbed a long stick and extended it to Schaeffer. The boy took hold and was pulled to the shore. But the stick broke.

Although he could not swim, Greenhalgh waded into the icy water to get young Tumas who was disappearing beneath the surface. He grasped the boy, now unconscious, and hauled him back to shore.

A passerby came to the Teamster's assistance and revived Tumas by artificial respiration, and everything was under control by the time police arrived.

St. Louis Officer Dies in Hospital

Robert Capps, president of Teamster Local 600 in St. Louis, Mo., suffered a fatal heart attack recently. He had entered a hospital for treatment.

Capps was elected to office in December, 1965, after serving as recording secretary of the local union for many years.

Pretty Teamster Gets Draft Notice

Donna Rossi, 19 years old and one of the prettiest members of Teamster Local 688 in St. Louis, Mo., recently was startled to receive a notice to report to the draft board.

Miss Rossi's notice was addressed to "Donnie Rossi." Needless to say, the error was corrected quickly.

Retiring Teamster To Teach Boxing

David Harris, a retiring member of Teamster Local 357 in Los Angeles, has gone into teaching boxing free of charge at a health club in the metropolitan area.

Harris is well equipped for the job, having fought in the ring professionally for 7 years before retiring in 1931. He joined Local 357 in 1952 and worked on docks.

During his light heavyweight career, Harris fought such ring giants as Jack Dempsey and Jack Sharkey. He faced Dempsey at Elko, Nev., in 1930, and was kayoed in the third round.

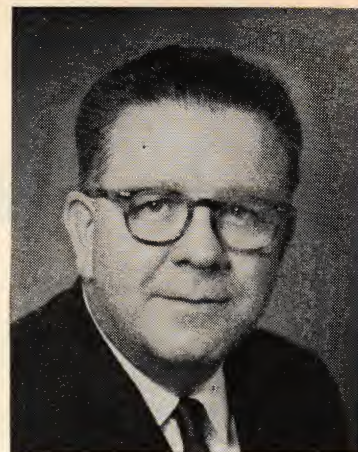
In 1918 in Paris, Harris fought Gene Tunney in the Paris stadium for the A.E.F. championship, coming out third in the elimination bouts.

Lucky Canadian Teamo Profits from Contests

Members of Teamster Local 181 in Kelowna, B. C., wonder if Brother Bill Visser lives under some sort of lucky star.

Recently he won a colored television set in a contest. Three years ago, he won another contest and received an all-expense paid trip for two to Holland and return.

Message of the General Vice President



Facing Reality

ONE OF THE main reasons for Jimmy Hoffa's success as a labor leader over the past 35 years, and his phenomenal success as General President of this great International Union, has been his belief in a basic fact:

"One has to face up to reality."

I want to assure each and every one of you that we embark into a period of uncertainty while General President Hoffa's legal difficulties are in the courts—facing up to reality.

One of the facets of reality is that Teamsters, unlike many organizations, do not count a Brother down and out until he has had his final day in court. Jimmy Hoffa has not had his final day.

Another reality, which many have come to know, is that a Teamster is not a quitter, and this is the message that I want to bring to you now.

During that period when Jimmy Hoffa is waiting for the courts to decide his case—and we are firmly convinced that when the final decision is in he will be exonerated—nothing has changed.

First of all, the employers involved in the negotiations for renewal of the national master freight agreement believe that their day has arrived.

Well, let me say this to you: Jimmy Hoffa was not only the country's greatest negotiator, he was also a great teacher. Those of us who have been with him down through the years have participated in a few negotiations ourselves, and we assure you that, even though the employers have taken every advantage of the present situation, your negotiating team will secure for our members in freight and their families all that they are entitled to in return for their services which have made the trucking industry a very prosperous enterprise.

We can make that flat statement because for many, many years we have been working with the rank-and-file Teamster, and we know what kind of stuff he is made of.

The rank-and-file Teamster never walks away from a fight. It is from that support that your negotiating committee continues talks for the freight contract in Jimmy Hoffa's absence, knowing what he would do were he here, and inspired by the determination and ingenuity we have seen him exhibit over the years.

I and members of the General Executive Board of this International Union know that rank-and-file, officers of local unions and joint councils will close ranks and walk in unison for the same objectives which this International Union has pursued over the years.

As far as policies and goals of this International Union are concerned, nothing has changed. We will pursue those goals today, tomorrow, and forever.

We look forward to the day that Jimmy Hoffa's legal difficulties will be behind him, and, yes, to the day when he is back with us as he has been over the past 35 years.

Upon that day, I will be most happy to report to him that, because we are Teamsters, we went forward in his absence as Teamsters do in times of crisis.

That is how he wants it.

That is how it will be—facing up to reality and jumping into the task at hand.

A handwritten signature in dark ink, reading "Frank C. Hoffmann". The signature is written in a cursive, flowing style.

STATE OF THE UNION

Hoffa Presides

IBT General Executive Board Meets in Baltimore

THE INTERNATIONAL Brotherhood of Teamsters General Executive Board, in a meeting in Baltimore, Maryland, February 28, 1967, took

action to provide for the stewardship of the International Union during the period necessary to process various appeals of General President James R. Hoffa which concern his present legal difficulties.

The action of the General Executive Board received the unanimous support of representatives of Teamster Joint Councils from throughout the United States and Canada at a meeting in Baltimore, March 1, 1967.

Specifically, the General Executive Board unanimously adopted a resolution providing that General Vice President Frank E. Fitzsimmons—elected to that position by delegates to the 19th convention last July in Miami Beach, Florida—assume the duties and responsibilities of the office of general president during any temporary unavailability of President Hoffa while court action in his case is pending.

The General Executive Board took the action to provide for the steward-

Teamster General President James R. Hoffa confers with General Vice President Frank E. Fitzsimmons during recent general executive board meeting in Baltimore, Maryland. Hoffa's long-time secretary Alice Buskey looks on.





Teamster General President James R. Hoffa, in the chairman's seat at Baltimore general executive board meeting, studies a report which shows that under his leadership, Teamster membership is at all-time high — 1,800,000 members — and only 1,100 members on strike today.

ship of the International Union during a situation which exists as follows:

General President Hoffa was ordered to surrender to the U. S. Marshal March 7th, in connection with his conviction on jury tampering charges, in spite of the attempts of his attorneys to convince the courts that he should remain free on bond until motions pending in the courts are heard and resolved.

Currently pending are motions for new trials based on new evidence of massive interference with his right to counsel because of wiretapping and bugging by the government.

Also pending are motions for new trials based on pleas of prejudice of the judge in the trial court, and other irregularities claimed during the trial.

Negotiations

Although Hoffa's attorneys argued that he was entitled to bail while litigation was still in the courts; that his availability was extremely vital to present negotiations for a renewal of the master national freight agreement involving one-half million members and their families; and that the courts had not given sufficient time to transfer the stewardship of the world's largest International Union, none of the courts concurred.

Because the pleas for bail have been denied, it becomes necessary for General President Hoffa to place himself in the custody of the U. S. government while the various motions proceed through the courts.

Attorneys inform the International Union that it is very conceivable that

bail may be granted again when one of the courts rules to hear a motion on its merits.

The representatives of the joint councils throughout the U. S. and Canada were in unanimous agreement with the General Executive Board action in providing for temporary stewardship until Hoffa's bail is granted again or until his appeals through the courts are exhausted.

Excerpts from remarks of those representing joint councils are printed elsewhere in this issue of the *International Teamster*.

In spite of the crisis facing the International Union, General President Hoffa insisted that the General Executive Board conduct its regular business in addition to the business of the extraordinary motions, as he has insisted on chairing freight negotiations thus far.

In the course of the General Ex-

General executive board members study motions concerning stewardship of the union, motions to which they later gave their unanimous approval. Following the meeting of the executive board, representatives from all states and Canada, gave their endorsement to action taken by the executive board.

ecutive Board meeting, it was revealed that February, 1967, was the greatest membership month in the history of the International Union, with per capita tax paid on 1,800,000 members during that month.

Also, after a review of the strikes in the various geographical areas of responsibility of the vice presidents on the General Executive Board, it was revealed that out of that membership of 1,800,000 less than 1,100 members were on strike.

Hoffa announced that his wife, Josephine, will remain as head of the DRIVE Ladies Auxiliary organization, "working through the legislative process to insure that the organizations of men and women who work for a living remain free," Hoffa said.

In other action, President Hoffa recommended, and the General Executive Board approved, the appointment of Carlos Moore to fill the vacancy as director of National DRIVE, a vacancy created by the tragic death in February of Sidney Zagri.

The General Executive Board also approved the appointment by Hoffa of Charles O'Brien, of Detroit, as general organizer.

Hoffa Message Available

General President James R. Hoffa's message, which appears on the cover of this issue of the International Union magazine, has been recorded on tape, and will be made available to all local unions and all joint councils so that it may be played in meetings of those affiliates.





In addition to motions of stewardship, board members brought the business of the International Union up to date, unanimously approving reports given by General President Hoffa and General Secretary-Treasurer John F. English.



Vice Presidents Gordon Conklin, George Mock and Joseph Trerotola listen to a report of General President James R. Hoffa, as the Teamster leader detailed a list of legal steps still available to him in his current difficulties.



Vice President Thomas E. Flynn, also director of the Eastern Conference of Teamsters, reads a motion to the general executive board. Looking on is Vice President Joseph Diviny, of San Francisco.

● Warehousemen

Ten warehousemen employed by Minnesota Mining & Mfg. Co., at Cincinnati, Ohio, voted nearly unanimously for representation by Teamster Local 100 in a recent National Labor Relations Board election.

Ben D. Collamer, secretary-treasurer of Local 100, said the ballot count was 9 to 1 in favor of the Teamsters.

● Denver Vote

Driver-salesmen employed by Mile-Hi White Rock Co., Inc., in Denver, voted almost unanimously for representation by Teamster Local 435 in a recent National Labor Relations Board election.

Alex Rein, secretary-treasurer of Local 435, said the ballot count was 4 to 1 in favor of the local union.

● Office Workers

Office and clerical workers employed by Eazor Express, Inc., a truck line headquartered in Atlanta, Ga., recently voted for representation by Teamster Local 728 in a National Labor Relations Board election.

F. W. Shepherd, assistant business agent for the local union, said all 8 employees eligible to vote did so with the result of 7 for the Teamsters and 1 ballot was challenged.

● Clerical Win

A majority of clerical workers at United States Consumer Products, a distributor of health and beauty aids in Los Angeles, Calif., voted for representation by Teamster Local 595 in a recent National Labor Relations Board election.

Morris Rubin, divisional representative, said all 39 employees eligible to vote did so. The count was 20 for the Teamsters and 19 against.

● Jersey Win

Warehousemen employed by Midland-Ross Corp., Russell & Stoll Div., in Carteret, N.J., voted unanimously for representation by Teamster Local 469 in a recent National Labor Relations Board election, according to W. H. Johnson, president of the local union.

Unanimous Approval

Joint Council Representatives Affirm GEB's Actions

EDITOR'S NOTE: Representatives from Teamster Joint Councils from across the nation and Canada met in Baltimore, Maryland, March 1, 1967, and gave unanimous approval to actions taken the day before by the Teamster general executive board concerning stewardship of the union during the absence of General President James R. Hoffa.

Mr. President, my name is Larry Steinberg and I am the President of Joint Council No. 44. I would like to move that all the action of our General Executive Board, as it was reported to us today, that took place on the 28th day of March at the Lord Baltimore Hotel in Baltimore, Maryland—28th of February, I'm sorry. Move that the other officers of the Joint Councils present here today concur with all the actions that were reported to us.

Second the motion, Mr. Chairman.

Chairman recognizes Lester Connell, Joint Council 16, New York.

Mr. Chairman, all these motions have been made that are recommendations of the Executive Board. I certainly do concur, but I hope by the grace of God that you don't leave us for three minutes and, if you do, I pledge allegiance that Joint Council 16, under the leadership of Joe Trerotola, that we will do everything in our power to support everybody on this Executive Board. God bless you and God bless our Board. (Applause)

Pete Saffo, Joint Council No. 13, St. Louis, Missouri. Jimmy, I too want to concur, as far as Joint Council 13 is concerned, the full support of the Executive Board and concur with all of the action taken today. Now, I don't know, Jimmy, what the courts hold for you but I do know this, the time element that I figured out at least is that you will be present at the next Convention and I am sure, and I want to go on record here and now, that Teamsters Joint Council 13 will be supporting you 100% and I know that you will be elected

again without any opposition as the General President of this International. (Applause)

Ray Schoessling, Joint Council 25. Jimmy, Vice Presidents, and the Delegates assembled here today. I don't know the delegates who were invited here to attend as representatives of our Joint Councils, but we responded and we are here. And we are here for one reason as far as I can determine our position here. I want to say, and speaking personally on behalf of Joint

Council 25, that this is not the last hurrah as far as we are concerned. That no matter what comes out of this Jimmy, whether they find some way through the courts to grant you some time to continue your appeals, or whether they take you and it is necessary to comply with the law, the thing that has to be said here is that we are going to assure you, wherever you are and whatever you do, that we are going to support this International Union and we're going to support Frank Fitzsimmons as the fellow that you designated to best

Organizing Team



Here's the organizing team that successfully brought into the Teamsters Union some 1,044 truck drivers and equipment operators employed by the City of Detroit. Left to right are: John Clinton, Ernest Crawford, Alex Kwiciewski, James Harris, Joe Valenti, Ken Silvers, Aron McIntosh, Mike Jarvis, and Thad Dennis. Details of the organizing campaign were published in an earlier issue of The International Teamster magazine.

work out the office of President of this Union while you may have a temporary lull in your appearances with us. I think that we have to go back out of this meeting here, and the thing that always scares me a little bit in these meetings that we have here today is the misinterpretations that might be carried on by the Press or by loose talk among ourselves sometimes of voicing opinions and saying things that we shouldn't say. (Applause) I think that there ought to be a general determination here today, a general attitude here today, that there is no course but that we are supporting Jimmy Hoffa today as President of the International Union. (Applause) And that we are going to support him as long as he is a resident of this earth and that we are going to support Frank Fitzsimmons as his able assistant who will take over as the President of this organization under the actions that we all took at the last Convention in amending the Constitution and providing for an Executive Vice President. I think that one of the things that ought to be said here, and looking at it selfishly, I don't think we would have ever had the Pension plan within our International Union. I don't think we would have this afternoon that we could look forward to as we get older and get up in life a little bit and we have to worry about being re-elected without any considerations for all the years

that we put into this labor movement. Certainly, it's been good, but there is a great amount of satisfaction in the afternoon of your life to know that you are amply provided for and that you have a pension plan that will take care of you and your family if and when you decide to leave your position, or leave as an officer of this great International Union. I think that the fellow that is solely responsible for the action in applying that Pension Plan is no other than Jimmy Hoffa. (Applause) I want you to know that on behalf of the hundred fifty thousand that we have in Chicago and the 38 Local Unions that we are supporting you all down the line and I say to you, Jimmy, and I say to your wife who certainly must be suffering in these hours of anguish, God bless you and good luck. (Applause)

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Mr. Chairman. Bill McCarthy, Teamsters Joint Council No. 10, Boston, Massachusetts.

I personally, and our entire Joint Council in Boston supports you and that includes the rank and file and, not only you, but we will support Fitzy to the hilt without any question and every member of the Board, but more so because of the position that Fitzy has and he's got a tough job

and a big pair of shoes to fill. But not only do we support you because we like you but because of the many things we have received by you directly through your support and, not only that, but also by the name of Hoffa, the fact that they knew the name of Hoffa was in the picture or behind us, many of us wouldn't be here today if it weren't for you, not necessarily because of the Teamsters or our International Union. This also goes about what Ray talked about the Pension Plan and also the Health and Welfare Plan; we wouldn't have these benefits if it weren't for you. It started a long time ago in the Central States and there are many things that we have accomplished in New England. There were times when you were there and yet you may not have even been there but the fact that Hoffa was behind the picture, or we just mentioned the name of Hoffa, and so again I want to say to you, for New England and from the bottom of my heart, and for them too, we hope that you don't go away and, if you do, we are certainly going to support Fitzy to the hilt, as I said, and we will go to any extent, stopping at nothing, to support him if we have to make a sacrifice ourselves in the New England area in any way, shape or manner. Thank you. (Applause)

Teamster Gift



Ben Merker (right), secretary-treasurer of Teamster Local 102 in Newark, N.J., and Harry Owens (center), Local 102 member, along with C.F. Lewis, president of the Essex Unit of the New Jersey Assn., for Retarded Children, read a plaque recognizing Local 102's contribution to a summer facility for the children at Hanover, N.J. The membership raised \$5,000 at a testimonial dinner for Merker a year ago and turned the money over to the Essex Unit.

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I like to go on record—I am Roy Lane representing Joint Council 39 in Wisconsin. I would like to go on record as stating that we are showing our faith and loyalty to Jimmy and if, God forbid, he does become a Jailbird President, as he so aptly put it before, we are surely going to continue to show our fighting loyalty to him by showing our fighting loyalty to Fitzsimmons and our very good Executive Board and our Joint Council people. Thank you. (Applause)

●

Edward Lawson, President, Joint Council 36, Vancouver, B.C., Canada. It takes no real courage to accept victory; the real mark of a man, the real test of courage, is how does he accept defeat and you have said to us again, Jimmy, displaying

your usual leadership that we have become to expect from you, that this organization must continue to function; the removal of one man isn't going to stop us from growing or from going. Other people have been designated—Vice President Fitzsimmons—people we have worked with and accept the call of leadership. You just go back to your area and keep it functioning and you'll rest easy. You have our support, rest assured. You may rest easy. (Applause)

President, Members of the Board, Representatives of our Joint Councils, Ted Merrill representing Joint Council 42, Los Angeles.

We pledge to you Jim, and the rest of the Executive Board, the absolute and unqualified support. We of the Joint Councils in the Western States, we have heard it said sometimes that the Western States isn't a part of this International Union. We are, we intend to continue to be and it is my hope and prayer that not a man in this room today will forget in some future day, in the event the worst happens to Jimmy, that the day he comes back we will be here to turn it back to him. An organization that represents 1.8 thousand men, and we will have done the job in the meantime, Jim, and you can have our assurance. (Applause)

Mr. Chairman. Jack Goldberger, representing Joint Council No. 7, San Francisco.

I would like to point out something that I don't think anyone else has touched. On many assignments that President Hoffa assigned me has been on the basis where we have saved the AFL unions time and time again. In strike situations, by the power of the fact that the Teamsters was in there representing Mr. Hoffa time and time again many of the strikes that the AFL was involved in were saved by the assistance lent by the Teamsters. There has never been a time, though, that I have heard from any of these AFL unions giving credit to the fact that the Teamsters were in there to assist AFL unions. I am reminded of the fact that one of the most anti-union newspapers of the country, the *Los Angeles Times*, carried a story about a person from the

IBT Locals Tops on Beer Ballots

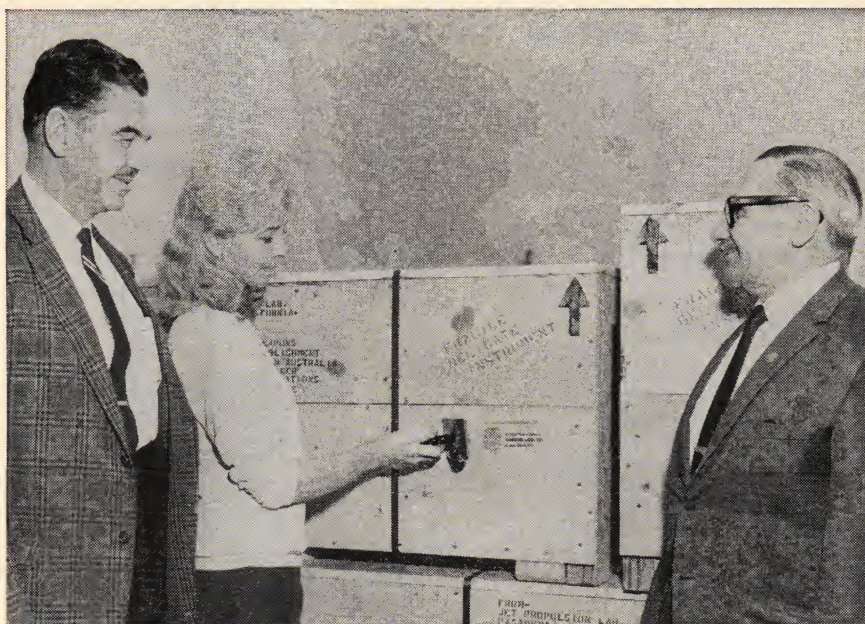
Teamster local unions in Boston, Mass., and Denver, Colo., scored important victories among beer distributors in National Labor Relations Board representation elections in recent months.

Boston Local 122 won a ballot at the Anheuser-Busch depot in that city, ousting the incumbent Brewery Workers AFL-CIO by a vote of 87 to 1. Anheuser-Busch workers at the Denver depot voted for Teamster Local 435 by a tally of 18 to 0, also rejecting the Brewery Workers.

Steel Workers who has been indicted and who is the General President of that same International Union now doesn't take the same position that he took at Atlantic City when they said, "out with Jimmy Hoffa and the Teamsters." He says now the story is, and it should have been the story with the case of Hoffa, is that "give him his day in court and let him use every resource and until he is convicted, we'll fight it right with him." Brother

Hoffa hasn't had all those opportunities. Every newspaper, every radio and every media is out to get Mr. Hoffa. The only reason why they want to get Hoffa out is like John English ably said, "once you remove our great leader, then there is no longer a threat that the Teamsters will take over the AFL." This is the whole game, get rid of Jimmy, put Jimmy in there and then they have no more problems regards worrying Mr. Meany, Mr. Reuther, or any of those kind of people. This is said by the AFL as well. As lots of people laughed off their concern that Meany was concerned about the fact that Teamsters is taking over the labor movement. I know that this was never their intention, except that I know one thing only, Hoffa's instructions to me for the nine years that I worked for the International Union was to do the job. I never received any other kind of instructions. Settle it and see what you can do to help the other guy and that's all I ever got. I say to you that the Teamsters Joint Council No. 7, Jimmy, will be with you come hell or high water, you don't have to worry about us and I am sure that we have demonstrated this. (Applause)

Union Stamp



A Teamsters Union stamp—requested by Overseas Packaging Co., under contract to Teamster Local 389 in Los Angeles, Calif.—is shown being placed on shipments going around the world. Witnessing the application of the stamp by Phyllis King, an Overseas employee, is Benny Franchimone (right), Local 389 secretary-treasurer, and Tuffy Tison, a Central Conference of Teamsters organizer. The firm's specialty is handling packaging, boxing, and crating of industrial items, defense items, and gift packaging for servicemen overseas.

General President and the General Executive Board. This is Wendel Kiser, Secretary-Treasurer of Joint Council No. 38, Sacramento Valley, California. I want to say on behalf of the members of Joint Council 38 that we are with you, support you, and we are going to go down with you all the way because we feel that the things you have done warrant everything that we can do. Everything that has been said, I concur, and trust that you will still be with us and I want to feel that you are with us and this is the day that I never did want to see come, but I hope it doesn't come to realization. Thank you and all of my support. (Applause)

Paul Priddy, Joint Council No. 89.

I want the rest of these people to know who don't know me, because maybe they don't know me as well as you do that my association with you has been more than twenty-three years, before you were Vice President, before you were President and during that period of time not once did this organization, or anybody that I know affiliated with this organization, call on you that you didn't respond, you came right back. You came back in 1948 to our town when

you weren't a Vice President. Tobin sent you in here and straightened out a problem that we wasn't able to handle. This has been your life ever since I've known you and ever since these other old timers here have known you.

Fitzsimmons, your choice to carry on in the event you do finally have to go in, has been a long time friend of mine, as you know. Reminiscent of the past few years that you and I was talking about it, we was talking about it that if it did come to this stage what you would do and you and I both agreed that it looked like Fitzsimmons would be the man and I want you to know this, I'm not up here to tell you that I'm going to do this and I'm going to do that because you know I'm going to do it. Friends don't have to tell each other that they are going to be friends every day. But, I do want the rest of these people to know that Fitzsimmons, while he is carrying on and working under your direction, is going to be Jimmy Hoffa as far as I'm concerned and don't you worry about Kentucky and the parts of West Virginia that I represent because we are going to be for you. (Applause)

Babe Triscaro, Joint Council No. 41, Cleveland, Ohio.

Legal Organizer



Jerome Coleman, an organizer for Teamster Joint Council 43 in Detroit, Mich., was recently admitted to the Michigan Bar of Law. Michigan Supreme Court Justice Thomas Brennan (left), is shown administering the oath to Coleman (right), as Morris Coleman, business agent and trustee of Teamster Local 337, looks on. The reason Morris Coleman is beaming so much is that Jerome Coleman is his son.

Mr. Chairman, I would like to read this letter and ask that it be put into the official record, from Mr. Presser:

"Mr. James R. Hoffa,
General President
International Brotherhood of
Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C.

"Dear Sir and Brother:

"Due to my illness, I am unable to attend the meeting of representatives of the Joint Councils of the International Brotherhood of Teamsters. Vice President Lou Triscaro, who is sitting in my place with full authorization from Local Unions affiliated with Joint Council No. 41, as well as my support in all fields of endeavor.

"With sincere personal regards, I am as ever

"Fraternally yours,
William Presser, President"

Now, I have heard all these different speakers speak and I concur wholeheartedly with all of them. I just want you to know that there is no question as to how I feel or how Bill Presser feels as far as you or your family is concerned if there is any time that they are in need of anything and I know how to get it, I want to go on record now with the Executive Board and Frank Fitzsimmons, especially, Joint Council 41 will be behind you one million per cent . . . (Applause)

Chairman, Hoffa, Members of the Executive Board, I'm Don Ellis, President of Joint Council No. 28, Seattle, Washington. We are proud of the fact that in the northwest we have produced some of the best leaders this International Union has ever had. One of your Executive Board members, Einar Mohn, emanated from our area and we have in the past been good Teamsters; we are good Teamsters; and we are going to continue to be good loyal Teamsters. Jimmy, personally myself, and I'm sure on behalf of all the rest here, we think you've done a hell of a good job and you got a darn rough shuffle and we'll be looking forward to seeing you if you have to take a little absence. You'll soon be back. (Applause)

Mr. Chairman, and General Executive Board. I'm Gene Carter rep-

resenting Joint Council No. 84, Charleston, West Virginia.

You've heard from the largest Council in this International Union and now perhaps hear from the smallest. I want you, the General Executive Board and Brother Fitzsimmons, to know that the smallest Joint Council in this International Union supports your program 100%. Thank you.

Mr. Chairman and General Executive Board, Bill Waggoner, Joint Council 71, Phoenix, Arizona. We have attempted during the recent years to demonstrate our appreciation and support of what you have done and by our presence and action here today we are going to again demonstrate that, and I pledge to you and Brother Fitzsimmons that this support will be continued and wish you all the luck in the world. (Applause)

Norman Murrin, Joint Council 69, South Bend, Indiana.

Mr. Chairman, I recall talking to you in 1957, when you called me up one afternoon and said that we were going to have a meeting that night, and you said, "keep your eye on the papers starting the first of the year." That's a long time back, but that's exactly when it started, about that time. Everybody sitting up here in front of us was subject to rotation, it could be worse. This particular instance we have now, Jim, where we are kind of on the spot and don't know which direction to move, the deck seems to be stacked against us, but if there are any words, they all seem meaningless, but if there is any at this time we should impress our Council, the present Council that anybody that doesn't appreciate the persecution that your family went through, you, if you were alone, Jim, single, you could swing this out; you can't swing for your family that's the sad part of this whole situation, all of these things coming on us for reasons that were good. As far as the membership in our Council is concerned, I wish to express on behalf of them all our best to your family and all the help we can possibly give them and to you until this is over. It's a little rough; let's hope we come out a winner but, as I mentioned a minute ago, if we did not appreciate this, we would be less than grateful, all of us as officers

of the Council and it's not hard to do, it's not hard to go back and tell your members about Hoffa, they know already. Those people are just as concerned about your plight as we are sitting here, if that's any consolation. It's true that you have done a remarkable job, let's hope that you will be back . . . (Applause)

Hawk Hughes, Joint Council 65, Illinois of Teamsters.

I don't think that you have ever had any doubts in your mind as to where our Council stood and I stand here today to pledge to Frank Fitzsimmons that anything that he wants that our Council to do, we'll do the same thing for him as we did for you. Thanks. (Applause)

Ed Nangle, representing Joint Council No. 53, Philadelphia, Pennsylvania.

We concur with all the rest of the speakers and if you are unfortunate enough to end up behind the bars, we will all be there with you. (Applause)

Mr. Chairman, members of the General Executive Board, Secretary-Treasurer English. I'm Nick Morrissey, Joint Council No. 10, Boston, Massachusetts, and I represent the New England area on behalf of the International Union. I want to announce, Mr. Chairman, that there isn't any question but what the loyalty that prevails, as demonstrated in this room by the statements that are being made, by the various delegates that are presently speaking here, the same loyalty penetrates and comes from the bottom of our hearts of every rank and file member in the New England area, every officer in the New England area. There is never any question about New England with respect with recognition on the tributes that have been made on their behalf by the General President encompassing the General Executive Board and the General Secretary-Treasurer of this International Union on behalf of the New England area. Mr. Chairman, I listened attentively to the remarks that you made and also paid strict attention to the minutes that you read, the recommendations that were made to the Board, and I listened to

Local Union Honored



Jim Rourke (right), business agent for Teamster Local 85 of San Francisco, Calif., is shown receiving a plaque presented to the local union for its generosity in helping to move the San Francisco Community Rehabilitation Workshop to a new location. Presenting the award are Dr. Goldman and Walt Case, workshop officers. Union members provided their labor free and local van lines responded to Rourke's request to provide equipment. The move, estimated to save the workshop \$10,000, was made without any interruption in service.

the words of wisdom of the General Secretary-Treasurer. I should like to suggest, Mr. Chairman, that this organization at the present moment, perhaps, can do something that the courts can't do for Jimmy Hoffa. It would seem under the circumstances, Mr. Chairman, it's a sleeping giant among the 1.8 thousand members. There's more men that can do something to help Jimmy Hoffa in the crisis that he finds himself in at the moment, and I think that the potential within the confines of this International Union, through the leadership that is present here this afternoon, can be put to work in the interest of Jimmy Hoffa. I make reference to the fact that there is a standing committee in the Senate of the United States and, in my judgment, holds the key to the future of Jimmy Hoffa, one individual over there holds the keys to the future of Jimmy Hoffa in the palm of his hand and I should like to recommend to the Presidents of

the Joint Councils and the Executive Boards of the Joint Councils that when they return to their respective communities, that they undertake forthwith to create committees in their Joint Councils to visit with the Congressional and Senatorial delegations in Washington that are represented by those Joint Councils in the interest of causing that Senate Chairman of that Committee to cause the hearings to be held that would be necessary to be held to put the spot light that is necessary under these circumstances to be portrayed to bring back again before the Committee, the Supreme ruling before the Committee, and to bring Parten before the Committee and let us find out once and for all what did happen over there . . . (Applause)

Daniel DeGregory, Secretary-Treasurer, Joint Council No. 40.

We concur with the actions of the Executive Board and we will give you our complete support, including Frank Fitzsimmons . . . (Applause)

Frank Scinta, Joint Council No. 46, Buffalo, New York.

I didn't come down to say goodbye to you; I came down to say hello to you and wish you Godspeed and to assure you that 36 and 37 paid agents in our territory will be with you . . . (Applause)

Pete Schultz, Recording Secretary, Joint Council 43.

I want to be on record stating, representing Joint Council 43, Detroit, Michigan, your home Local, that we give you full support for you and your family to Vice President Fitzsimmons and the Executive Board. (Applause)

Ray Greene, representing Joint Council No. 91, Montreal, Quebec, Canada.

I concur with the recommendations and motions made by the Executive Board and guarantee full support to Vice President Frank Fitzsimmons and to you.

Mr. Chairman, I am Harry Bath, representing Joint Council 54, Denver, Colorado.

I concur with all the actions taken here on behalf of the Joint Council, and we will continue to support Fitz as we have supported you . . . (Applause)

Ted St. Peter, President, Joint Council No. 82, Fargo, North Dakota.

I want to go on record as Joint 82 supporting Fitz and yourself and the General Executive Board 100%. (Applause)

Bert Parker, Joint Council 81, Omaha, Nebraska.

Let me say that I speak for all of them, that we certainly concur with everything that you have said up there today and that we concur with everything that has been said at the microphone. And I want you to know that we will be with you all the way, even if it is through Frank Fitzsimmons. God bless you and your family. (Applause)

Mr. Chairman, Members of the Executive Board. Fred Roberto, Joint Council 64, Connecticut.

I would like to pledge for the State, or renew the pledge I might say, that you, the Executive Board and Frank Fitzsimmons will have 100% support. Thank you. (Applause)

_____, representing Joint Council 83 in the State of Virginia.

I don't know of anything that I can add that hasn't been said here. I certainly concur with all that's been said and the State of Virginia has been with Jimmy Hoffa and this Board down through the years and, regardless of what may happen, if you do have to go in, I will assure you that you will have our support when you come back. (Applause)

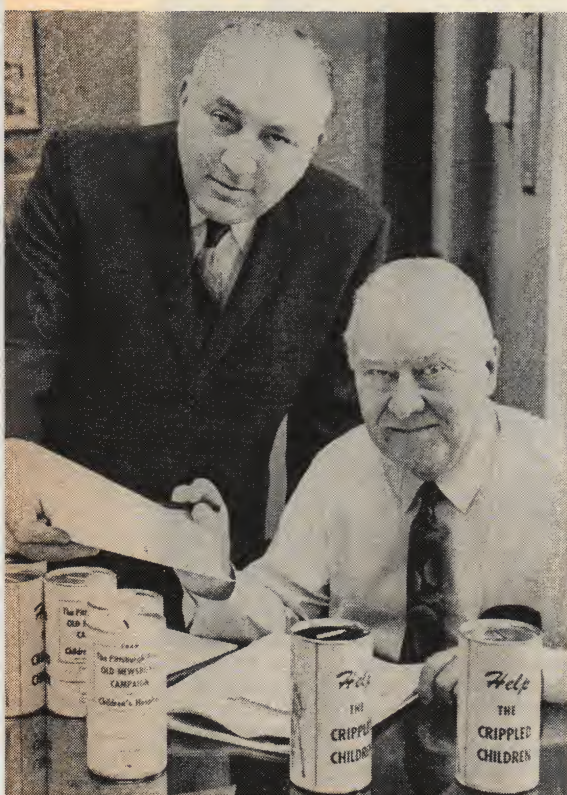
_____, Joint Council 45, Des Moines, Iowa.

We will render our full support to you and this Union . . . (Applause)

Mr. Chairman and Members of the Board. I am Joe Edgar, President of Joint Council No. 37, Portland, Oregon.

Help Children

Teamster Local 211 of Pittsburgh, Pa., contributed a total of \$12,618 to an "Old Newsboys" fund campaign for Children's Hospital recently. Going over the final report on the campaign are Ted R. Cozza (left), president of Local 211, and John E. Price, circulation manager of the Pittsburgh Press.



Jim, I have just a few things to say, very simply. One, I can stand here and eulogize, you know, I know, everybody knows. Let's not kid one another, there is only one way we can prove what we are saying and what we are thinking is through unification by solidifying and making this organization grow to something that while you are always the head of it you will always be proud. Everybody talks in the past; we are not in the past. I'm interested in the future. Let's build. We don't need the AFL-CIO, we don't need anybody. We need ourselves together. You taught us this. There isn't a hell of a lot you haven't taught us. Now, we want to teach you one thing—that you have built and you have taught and you do have something to be proud of and, Jim, on behalf of my Council, you are going to keep it. Thank you. (Applause)

Mr. Chairman, Members of the Executive Board. I'm Don Erickson, President of Joint Council 34, in St. Paul Minnesota. I want to say we are going to support you, Jim. I don't want to plan on something that isn't going to happen to you, but if it does we will support Fitz and the Board 100%.

Representing Joint Council 95, Las Vegas, Nevada.

We enthusiastically concur in the action of the General Executive Board of yesterday and, without any speeches, we would hope that you would be at the helm of this ship every day without any absence at all. (Applause)

Mr. Chairman, President, General Executive Board. Chuck Winters, Joint Council No. 93, New Orleans, Louisiana.

I want to say that we concur with everything that has been said; we concur with the Executive Board . . . rest assured that you have our support. Thank you. (Applause)

Mr. Chairman. Roy Williams representing Joint Council 56, Kansas City, Missouri.

I don't think that there is anything I can say . . . support you and Fitz. (Applause)

Mr. Chairman. Jack Jorgenson, Joint Council 32, Minneapolis, Minnesota.

You will have our support at all times, now and any time in the future, this Executive Board as well. If there has been any open handed opposition by Teamsters here in the past, I think that today has demonstrated the fact that the hand has become a fist and you are still the center of the fist. (Applause)

Randy Miller, President Joint Council 58, Houston, Texas.

First, I would like to say that our Local Unions, which is the big majority of Joint Council 58, each time was unanimous each time we set out to the Convention to support you and no one else for President. I would also like to say that the Grocery Industry in Houston is about an equal threat today and the only reason it is is because you were the person that when we organized the first big two chains, if it hadn't been for you we would never have gotten that first big contract and now today we have every single wholesale house with very good contracts and I want to say that regardless of what happens, we wish the best for you and we will be with you 100%. (Applause)

Loy Young, Joint Council No. 9, Charlotte, North Carolina.

Jim, I would like to say that I concur in the action taken by this Executive Board and pledge my support to Frank Fitzsimmons. I want to say one thing in addition. Being a newcomer

in this organization—I only have fourteen years and I count that as a newcomer—and I don't know the history of this International like the people that came before me, but I notice a lot of people in this room who have made a sacrifice on my behalf and my people in the Carolinas. On behalf of Joint Council No. 9, you are number one in our book and don't forget we pledge our support 100%. (Applause)

Paul Snapp, representing Teamsters Joint Council 87, Kingsport, Tennessee.

Jimmy, I waited till the last for a reason. Everybody has full support from the Council; I'm sorry that I cannot make such a report from Tennessee. You know that there is one faction that does not support you—I am not mentioning any numbers or any names—I'm just sorry that they are affiliated with our Joint Council. Speaking for the rest of the Joint Council, you know that we are all behind you; always have been; and always will be. (Applause)

Brother Chairman and other brothers, my name is Ray Taggart and I am from Joint Council 52 in Toronto, Canada.

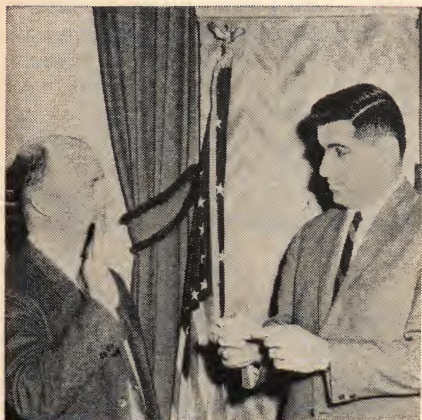
I can't say too much that hasn't already been said, Jimmy, except that I am sure that I speak on behalf of our Council when I say that we endorse the recommendations that have been made here today. I speak on behalf of a Council that has been divided over the years and, as I said, I can't say too much other than what has

Oak Ridge Retiree

When Mrs. Lula Belle Justice, a member of Teamster Local 519 in Knoxville, Tenn., retired from her mail delivery job at the Carbide Nuclear Corp., in Oak Ridge, Tenn., recently, her co-workers tossed an office party and presented her with an award along with a complete western riding habit including boots and the hat which she is wearing in the photo. Mrs. Justice went to work at the plant in July, 1943.



CD Director



Frederick Marsh (left), a member of Teamster Local 251 of Providence, R. I., is shown taking the oath of office as Director of Civil Defense for the City of Warwick, R. I., being given by Mayor Philip W. Noel.

already been said but I want you to know that we support the recommendations and, more than saying that we support them, if worse comes to worst, you will realize that we will do something about it because I assure you that we in Joint Council 52 will work with Brother Fitzsimmons to bring unity to our Council and we will work with any designated by Brother Fitzsimmons. Thank you. (Applause)

Consumer Picketing



Dave Hughes, Marge Mulhall, and Shop Steward Louise Monahan, of Local 727, New York City, shown above from left to right, recently witnessed the value of taking the union message to the public. Through the efforts of the local union, three companies joined the union fold: Distributors of Hershey Ice Cream, manufactured in Pennsylvania and sold in N.Y.C.; Lighthouse Ice Cream Co., in Queens County; and Twin County Ice Cream Company in Nassau and Suffolk Counties.

Jimmy, John, Fitz, I don't represent my Joint Council, as you know. My name is Joe Konowe and I do rise and ask the privilege to address this group and the Vice Presidents and say some of the things that I think needs to be said here because, with all the talk about the organization, and I am sure that the organization is going to be held together in the best possible fashion and I think outside of this room there are a great many people that don't know Jimmy Hoffa as we do. We have all taken for granted Jimmy's ability to work 24 hours a day, seven days a week; we have taken for granted his ability to drive us to the utmost whether it was Vice President or member of the staff. What many of us have not seen, because he keeps it hid, the side of Jimmy Hoffa who cries when the little fellow is hurt, puts out a hand when somebody stumbles, goes to bat for the fellow who everybody says is a foul ball, it is Hoffa that says this man strikes best. I am a little pessimistic because I have been affected by Jimmy and what has happened to him these past few days. If Jimmy hadn't believed 30 years ago, I would have been dead 30 years. I was visited in Detroit and told that I had three hours to get a decision or forfeit my life. I went to Hoffa. The other day a decision was made that we should talk to the President, the Chief Justice of the Supreme Court because we had an inkling of what was happening. The Chief Justice was in Bogota and it was decided that one of the Lawyers and myself, primarily because I speak the language, to go there, but I was going Jimmy, not because I speak the language but because for once I felt somebody had to tell the Judge not in the language of the lawyers but in the language of the guys who have worked for you and worked under you, Jimmy, the tremendous disservice that is being done, not only to you alone but being done to all of these good men who stood up here today to tell you of their decision. Our good friend Roy, when he sat down, apologized and said, "I'm a big baby to cry" and I said that he didn't have to be apologetic for crying as many of us are already cried out. The fact that they don't know you, Jimmy, is illustrated in today's New York Times. The editorial page says that it is inconceivable that Hoffa, facing the troubles he has can still stand up and carry on the negotiations which are so important to many people

in this country, and the stupid guy who wrote that wrote that because he really doesn't know Jimmy Hoffa after all these years. Jimmy has the faculty and has always had the faculty of setting aside everything—family, life, friends, everything—and giving his all for the organization. I thought that Nick was going to touch on one of the things that had to be said and he did in a sense. Brothers, if the worst happens, as it appears it will, there are means of helping Jimmy. I say now that we have to think in terms of unity and the organization will take care of itself. There's a Presidential Election coming up in '68 and there have been in the past in this country bad demonstrations for people who have been martyred in the labor movement, whether they were one of McNamara's, whether they were the Sacco's or Vanzetti's, and the other, and yet few people recognize the martyrdom that this man has undergone since he came into office and, by the way, against the advice from any of his attorneys. We must not fall into the trap of "out of sight, out of mind." We are emotional today, we are close today, we are terribly intertwined today, but tomorrow we have our lives. So that there are and is opinion among us that if the worst should happen, it will be necessary for us to go all through the country and to say, not only to the Teamsters, but to say to the Civil Rights organizations, the political organizations of the Left, the political organizations of the right, to anybody who will listen, that this cause today is the 20th century martyrdom by a man by the name of Jimmy Hoffa. And if we get sufficient number of people to support us in our drive, we will be able to go before the President of the U.S., who will be a candidate for re-election, and say to him, "Mr. President, we feel that the number one issue facing the labor movement today is a commutation of whatever sentence James R. Hoffa has, because, if we are to believe the Chief Justice of the U.S., he said personally that Hoffa is the victim of the foulest frame-up that ever existed where the Government stoops to take from their jails an individual whose crimes far exceeded what Hoffa is charged with and plant him to deprive Jimmy of his civil liberties. Chief Justice Warren said that, not Joe, not Tom, not anybody else. He said that we have a right to go to our fellow citizens in the AFL-CIO all through the country and say

to them that we cannot stand idly by and see a man for all seasons, for good or for bad, Hoffa has been a man for all seasons and all people, to see such a talent wasted. Jimmy has the durability; he has the toughness. We know it, you know it, I know it. He will survive in that atmosphere and he will be back. What we have to do is make sure that "a" that he doesn't have to go, but if we can't do that, then that there'll be a way that we can shorten the time as though each and every one of us were sitting in that cell with him. This is what we must do. Fitz, the staff has no way of speaking. This is not a formal presentation, Fitz, you know Jimmy better than anybody else, to fill his shoes is an impossible task. All we can say to you, Fitz, is that you're a warm, decent human being but if it will require, we of the staff are going to break our necks to see that Jimmy gets everything that is necessary to bring him back and to help you carry on so that nothing here is going to go by the wayside. (Applause)

Mr. Chairman, Brothers, on behalf of Joint Council 62, Baltimore, Maryland, I've waited till last because I like to show our southern hospitality, but on behalf of Joint Council 62 in Baltimore, I would like to concur in everything that has been said here today. There's one thing that you should know—if everybody else can go around the White House and picket for their rights, I don't think that we should overlook this either. So I've just mentioned that for what it's worth. If there's to be a committee set up, we shouldn't overlook the fact to have somebody visit the President of the U.S. to see that this is definitely corrected. Thank you very much. (Applause)

James R. Hoffa:

Do any of the Vice Presidents have anything to say?

E. Mohn, Western Conference: I'm not much good at this making speeches in front of audiences and I'm not going to make it very long, and I'm not going to take the time to offer my deepest emotions about the situation. We discussed that pretty well the last few days. I don't know if you've ever noticed it or not but there has never been a minority report brought out on the floor, to my knowledge, at any meeting of your General Executive

Board. Now then, that leads to the belief that we all come in, the meeting is called to order, . . . that's not true. We have our moments and hours of serious discussion, sometimes heated debates, sometimes serious disagreements, but there is one thing that the Executive Board has always done. Once everyone has had their say and nobody is ever that hasn't, and the action is taken, there's only one vote recorded and that is the joint action of the General Executive Board. Now, you might take this back to your Joint Councils and your Local Unions and, if you will learn that lesson and apply it in your day to day operations, keeping in mind that we are all men and we are going to differ about a lot of things, but once we have had our opportunity to differ and once the action has been taken, it doesn't call for any wild discussions of anybody's individual views, it doesn't call for any sly remarks around the corner when the other guy isn't there to be able to defend himself, it means that's the option of your Local Union whether you're with the majority or not. This I think is something that we have not always learned too well. We talk about it but we don't learn it too well. There has been too much of people waving the flag when it suited their particular purposes and in the meantime calling danger when the gang didn't agree with their particular opinions or decisions. I think that you can do the International Union the greatest service in the world if we just adopt the simple philosophy that if we've got a chance to discuss our problems and we ask that that become the unani-

mous position and we are not going to tolerate the guy who waits to make a stink out of something just because it doesn't suit him. (Applause)

Thomas E. Flynn: General President, General Secretary-Treasurer John English, and my associates on the General Executive Board. First of all, there are a lot of you that I would like to know that I have the honor and I repeat the honor and the privilege of meeting Jimmy back in 1935, but I really came to know him in 1937 under some tough circumstances. Jimmy had organized, along with his associates, the freight in Detroit for the first time. If you don't think that was a lulu you're crazy. I went over there and assisted in the last three days. After the strike, I saw him to be a man. And I never in my life saw a man stand up like Jimmy Hoffa. I've been associated with him very closely with him. Outside of Fitz who has been day to day with him practically, and I have been closely associated with him, good, bad, indifferent, for better than 35 years, and I intend to be associated with him and do everything in my power to help. And, standing up for him and standing for the next 35 if I'm alive. Now the thing here is I don't think it's a question that anybody believes that they're going to tear up this organization. This organization was built with a lot of sweat, blood and tears by those people on the front platform here and those that have passed on, and you people sitting in the audience. It's no individual or group of individuals in

Retiree Honored



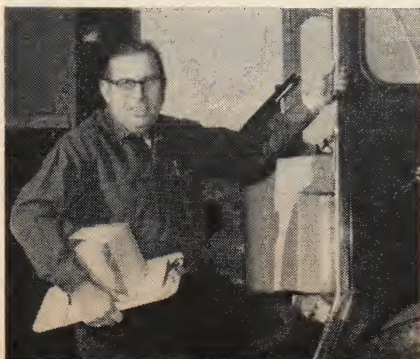
Walter D. Medley, a member of Teamster Local 437 in Haverhill, Mass., and a shop steward for the past 21 years, was given a testimonial dinner recently upon his retirement as a driver for Haverhill Lawrence Transportation Co. He began driving for the company in 1937. Shown at the dinner are (left to right): Clarence E. Gendron, secretary-treasurer of Local 437; Medley and his wife; Max L. Marcus, company owner, and his wife.

my opinion that will ever be allowed to tear up this organization. This organization will grow, as Jimmy pointed out, the war and depression as John English ably pointed out this morning, there is no need for repetition. But the thing I'm right in the position of knowing, I knew his family. I remember the day that Barbara was born, the day that Jimmy was born, know his wife almost like a sister, and I've been very close to them and will be. Jimmy, I want to say to you on behalf of myself, the Eastern Conference—I'm sure I speak for everyone of us—you can depend on us 100%, not only now but if, God forbid, that anything temporarily happens, don't worry about it. And Frank Fitzsimmons, at the same time, rather than mention it, Frank and I have been very close, we understand each other and Frank certainly can count on me any time requested. Again, I say, and I don't care how you feel out there, and realize like us that you don't realize it until it happens. Bear in mind when you think of this woman and these two children, and his grand children, and so forth, and home, too. It's real tough. May I assure you that you have my assistance to the fullest degree. (Applause)

Mr. Calabrese: As president of Joint Council 73, I whole-heartedly support any action that's going to be taken on your behalf, starting as of now. The only thing I'm going to ask the congregation to do is keep unity and to keep fighting. Don't let this thing stop after this afternoon. This is a thing that has to be carried out until it's finalized. Thank you. (Applause)

Safest Driver

Edward Whiteley, a long-time member of Teamster Local 177 in Irvington, N.J., was the first driver in the history of United Parcel Service to receive an honorary certificate commemorating 35 years of safe driving. Whiteley started delivering parcels in 1931, according to Frank Dockery, president of the local union, and in the years since never had a chargeable accident against his record.



Refuses to Negotiate

Hollywood Candy Bar Products Placed on 'Unfair' List by IBT

The Teamsters Union has placed the candy products of Hollywood Brands, Inc., on the "unfair" list until the company agrees to negotiate with Teamster Local 50 of Belleville, Ill., the certified bargaining representative.

In a letter to all Teamster local unions, joint councils, and International officers, General President James R. Hoffa noted that Local 50 won a representation election conducted by the National Labor Relations Board at the Hollywood plant in Centralia, Ill., by a vote of 278 to 193, March 16, 1966.

"However," said Hoffa, "the company has refused to negotiate a fair collective bargaining agreement with Local 50 and has even refused to meet with Local 50 in violation of the National Labor Relations Act."

Hoffa said the Belleville local union is convinced that the best way to protect the rates and standards it has already established in the candy industry, and to secure an equitable collective bargaining contract for the employees it represents, is to solicit the support and cooperation of consumers, retail food stores, and vending machine operators to discontinue the purchasing of Hollywood candy products until the company agrees to bargain.

Subvert Standards

He added: "Our union just cannot permit a company to subvert union standards and to defy an order of an administrative agency of the United States government."

Hollywood Brands, Inc., or its Hollywood Candy Co. Division, manufactures the following brand name candies: Big Pay, Big Time, Butter-Nut, Hollywood, Milk Shake, Pay Day, Polar, Snow King, Teddy Bear, X-Tafy Nut, Zero, and combination specials Sunday and Tuesday.

The International Union, in cooperation with Teamster Joint Council 65 of Springfield, Ill.—which initiated the original organizing campaign at the Hollywood plant in Centralia, Ill.—and Teamster Local 50 has prepared "unfair" handbills and requested affiliates to distribute them to the consuming public.

Byron Trefts, president of Local 50, addressed a letter to all affiliates in which he requested the working support and cooperation of all members in placing the Hollywood Candy Co. Division on local "unfair" lists and to notify the company of such action.

Mounting of the consumer campaign followed the company's unwillingness to negotiate after the NLRB trial examiner last Dec. 8th found the firm guilty of refusing to bargain collectively with the representatives of its employees.

Hoffa described the action of utmost importance to the Teamsters Union. He said:

"Hollywood's substandard working conditions are a direct threat to our union standards . . . let's take Hollywood products off the market until the company negotiates a collective bargaining agreement with Local 50."

Two Victories

Teamster Local 68 of Boston, Mass., recently won a pair of representation elections conducted by the National Labor Relations Board at Page Bros. Co., in Waltham, Mass., and at Fisher Hill Oil Co., in Dorchester, Mass.

Leonard T. Punch, recording secretary for Local 68, said 15 drivers employed by Page Bros., a fuel oil delivery firm, voted unanimously for the local union.

Mechanics and dispatchers at Fisher Hill, an oil burner service, voted 13 to 1 in favor of the Teamsters.

Oil Equipment

A majority of workers at the National Flame Treating Co., Inc., and National Forge Co., Inc., in Houston, Tex., voted for Teamster representation in a recent National Labor Relations Board election.

Renato A. Cuellar, organizer for Teamster Joint Council 58, said 92 employees—including production and maintenance men and truck drivers—at the oil field equipment manufacturing firm, were eligible to ballot.

DRIVE REPORT

Jt. Council 73 Has Record-Breaking Checkoff Program



Leading the DRIVE Checkoff program in Joint Council No. 73 was Council President Dominick Calabrese (top photo, right). Participating was Local 617, Jersey City. Agent Willie Farrell is shown (top photo, left) with two new DRIVE members at Armstrong Trucking Company. In bottom photo, Farrell is shown with other Armstrong employees who signed up 100 per cent in the DRIVE checkoff program.

IBT VP Calabrese Leads Team For Political Action

DRIVE checkoff contributions in excess of \$20,000 were tallied here in wake of a record-breaking, three-week intensive campaign launched through the state by Dominick Calabrese, President, Joint Council 73.

Also a Vice-President of the International Union, Calabrese said near 100 per cent cooperation had been received from members of his own Local 641 and sister locals 617, 660, 680 and 469 of Joint Council 73.

"Menace of anti-labor legislation is so great," he declared, "that members are getting the message they must all, individually, pitch in to give us the financial strength essential in the fight for our rights."

In personal, "grass roots" action, Calabrese, with state and national DRIVE officials, toured barns and membership meetings to get the issue across.

"It's only a few weeks since we started for '67," he said, "and results have been great. I know all locals here will surely follow the example and become fully participating in the DRIVE program as we move ahead."

Speaking before the regular Council meeting, Calabrese said: "Full participation by every Teamster here is more essential now than ever before."

"In the legislative hoppers at this time," he warned, "are measures for compulsory arbitration, abolition of NLRB, extension of 'right-to-work' legislation, coercive wage control bills and many other vicious proposals which, if left unchallenged, will surely wreck all we've fought for . . . all we've achieved."

Calabrese pledged that Joint Council 73, as in the past, would continue in the forefront of the active Councils

(Continued on page 16D)

Carlos Moore Named to Vacancy Created by Sidney Zagri's Death

Carlos Moore, who joined the staff of National DRIVE in January, 1965, has been named Director of the legis-

lative and political arm of the International Brotherhood of Teamsters.

Moore replaces Sidney Zagri who died in a tragic restaurant fire in Montgomery, Alabama, in February.

Moore, prior to joining the staff of National DRIVE, served as legislative director of Teamster Joint Council No. 80, Dallas, Texas.

Long a factor in Texas politics, Moore was elected in 1961 and 1963 to the Ft. Worth Zoning Commission. In 1963, he successfully organized Texans of Latin American descent in Crystal City, Texas. As a result of

(Continued on page 16H)





DRIVE REPORT

Carlos Moore
Director, DRIVE

Speaker John McCormack

"I have known Sidney Zagri for a number of years on Capitol Hill, where he made marked contribution to the cause of labor. I always found him well-informed, courteous and cordial. His death is a great loss to all of us who knew him."

Allan S. Boyd,
Sec. of Transportation

"First and foremost, Sid was a champion of the men who move the Nation's goods by truck. But his interest was broad for he was aware of the significant social impact that transportation has on people, and he always felt that no transportation policy could be justified if it did not serve the best interests of the many, as well as the few."

Sen. Dirksen, Ill.

"The tragic and untimely death of Sidney Zagri under such amazing circumstances has brought a feeling of shock and distress to his many friends in and out of Washington. For years Sidney Zagri has been in and out of our office and members of the staff in this office came to know him well and respected him. He was a gentleman of the old school and courteous almost to a fault.

"Few people have exhibited such intense and constant loyalty to the organization for which they worked, and the Teamsters of America can feel proud of the service which Sidney Zagri contributed to the cause. His absence will be sorely felt in the highest Teamster councils and by the far-flung organization of Teamsters from coast to coast."

From powerful Senators and Congressmen, from DRIVE workers in all parts of the country and a poor African student, tributes have been received to the work and character of the late Sidney Zagri. Some tributes have been printed in the Congressional Record. Excerpts from various tributes are printed here:

Sen. Talmadge, Georgia

"I was profoundly saddened at the tragic and untimely death of Sidney Zagri. I know that his many friends and associates mourn his passing and that his outstanding services to the Teamsters will be sorely missed."

Sen. Gruening, Alaska

"The death of Sid Zagri is a great loss to America. It is a loss not merely to the organization—the Teamsters, which he represented with so much skill and dedication—but to the whole labor movement. He was scholarly, thorough, but above all, kind. He was persuasive because he invariably respected opinions other than his."

Sen. Fong, Hawaii

"Sidney Zagri was widely known and respected on Capitol Hill. He was a vigorous and articulate advocate of the International Brotherhood of Teamsters which he served as its legislative counsel.

"Everyone also knew Sid as a warm and compassionate human being, a foremost champion in the fight to secure to all Americans all the civil rights and civil liberties guaranteed under the Constitution of the United States."

Sen. Proxmire, Wisc.

"Sid Zagri was one of the most knowledgeable men I have been privileged to know in the Nation's Capitol. He was extraordinarily capable in his role as Legislative Council to the Teamsters Union and handled his work with a resoluteness of purpose.

"Sid earned the respect of everyone for his fairness and real understanding. These qualities are the mark of a man."

Sen. Bartlett, Ala.

"Sidney Zagri performed his job well and with integrity. He had my respect and admiration."

Sen. Mansfield, Mont.

"I will miss Mr. Zagri because he was always friendly, considerate and courteous in discussing legislative matters. His passing is a great loss to



Sidney Zagri
1913-1967

organized labor because he was always able to see and understand other points of view. He was a fair and decent man; he will be sorely missed."

Sen. Morse, Ore.

"From the time I came to know him as the Teamsters' legislative representative in Washington, Sid Zagri strove to advance the just interests of wage earners and the American public generally. His range of interests was wide; his mind keen; his pursuit of truth undeterred by frustrations and obstacles. Sid was among the most active and effective legislative representatives for either business or labor."

Sen. Long, Mo.

"Sid Zagri's lasting monument is legislation to broaden the freedom of the individual, for which he worked so tirelessly and effectively."

Sen. Cooper, Ky.

"Sidney Zagri was devoted to his Union and to the Constitutional rights of all the people. He was intellectual and human, and it was my privilege to know him."

Sen. Scott, Penn.

"Whether one happened on any particular measure to agree or not to agree with the point of view which Mr. Zagri espoused, he was always one whose word was good, whose judgment was accurate, whose instincts were fair, and one whom all of us who knew him had learned to respect and to hold with affection as a gentleman in the Washington scene."

Sen. Nelson, Wisc.

"I knew Sid Zagri from the early 40's when both of us were law students at the University of Wisconsin. I have watched his work since then as an honorable, conscientious and effective representative of his Union. All who knew him respected him very highly."

Sen. Cotton, N.H.

"Teamsters throughout the country have every reason to mourn the sudden and tragic loss of Sidney Zagri. A tireless worker, diligent and effective, personable and persuasive, he combined loyal dedication to cause with the capacity to get things done. I admired his ability and esteemed him as a personal friend."

Sen. McCarthy, Minn.

"Sidney Zagri was a loyal and sensitive and committed citizen.

"His concern for civil rights went beyond the formal recognition of the letter of the law as he sought to secure and insure for everyone the greatest possible freedom of opportunity, achievement, and personal happiness."

Sen. Hartke, Ind.

"Sidney Zagri was truly a dedicated civil libertarian. His contribution to the labor movement and its causes is immeasurable. His friendship and counsel will be sorely missed."

Rep. O'Konski, Wisc.

"In my 25 years in Congress Sid Zagri proved more than anyone that to get things done you have to go to the people. DRIVE is an organization that gets its strength from the people. Sid Zagri was a strong believer in the old adage 'That by only giving the people the truth can they remain free.'"

Rep. Matsunaga, Hawaii

"I was furnished many opportunities to observe and to hear Mr. Zagri in the committee hearing room. It is my judgment that not only the Teamsters, but labor organizations generally have lost an effective and persuasive spokesman."

Rep. Pucinski, Ill.

"Sidney Zagri enjoyed his job. He had a keen mind and a judgment born

out of a long compassion for social justice.

"He gave the entire Teamster movement a respected voice here in the Halls of Congress."

Rep. McCulloch, Ohio

"The untimely death of Sidney Zagri, able lawyer and persuasive advocate, shocked his many friends. He will be missed by a host of people."

Rep. Dent, Penn.

"Sid Zagri's passing was a great loss to many persons, particularly those who work for a living. Sid was known by all who came in contact with him as a hard, tireless worker in the service of his fellow man.

He was a standout in the efforts of many persons to enact social and humane legislation."

Rep. Mills, Ark.

"I admired and respected Sid Zagri as a very astute and most effective advocate of the causes in which he believed so sincerely.

"He was a credit to the labor movement and his profession."

Rep. Daniels, N.J.

"The loss of this articulate spokesman is a great loss not merely for the Brotherhood of Teamsters but for the labor movement as a whole and for all Americans who thirst for social justice."

Rep. Dingell, Mich.

"Sid Zagri was an outstanding and dedicated representative of the International Brotherhood of Teamsters. He spoke articulately on their behalf at all times."

Rep. Ayres, Ohio

"Sid Zagri was one of the most highly respected labor representatives to have come before the Congress. He was always very courteous and most reasonable in his requests."

Rep. Celler, N.Y.

"Sidney Zagri was an effective and dedicated representative of the Teamsters Union.

"He will be missed by many on the Hill who knew him and respected his ability, intelligence and sound judgment."

White House Panel Reports On Wiretapping

The likelihood Congress will do something about regulating electronic and other snooping this session appeared substantially increased recently by a new report from a White House panel.

The group declared it found the individual's "inalienable" right to privacy had been eroded in recent years by widespread invasions, some of them in the name of science.

The panel was appointed in January, 1966, by the White House office of Science and Technology, primarily to investigate threats to privacy posed by "behavioral research" in the social science fields. It was headed by Kenneth Clark of the University of Rochester.

Its report said the panel was "dismayed to observe the disregard for human values" manifested by those in government and industry who employ eavesdropping and lie detection devices "without clear justification."

Quotable Quotes

Freedom and responsibility are like Siamese twins—they die if they are parted.—*Lillian Smith.*

The best way to keep your friends is not to give them away.—*Wilson Mizner.*

If we are to keep our democracy there must be one commandment: "Thou shalt not ration justice."—*Justice Learned Hand.*

An hour spent in hate is an eternity withdrawn from love.—*Ludwig Boerne.*

Where Taxes Go

Where does your tax dollar go?

The cost of defense, including the Viet Nam war, takes 56¢ of all budget income. Another 33¢ goes to pay interest on the national debt and other fixed charges of the Federal Government.

This only leaves 11¢ for all other programs.

The real struggle in this Congress is to hang on to this 11¢ of the national tax income for programs of education, health and fighting poverty.

Hearings Set

Senator Long Sets Hearings on Eavesdropping As Congressional Alarm Increases Over Rights

Senator Ed Long (D-Mo), Chairman of the Senate Committee on Administrative Practices and Procedure, announced that hearings into electronic eavesdropping would resume on March 16.

Senator Long's announcement followed rapidly upon a recent Senate discussion of the dangers of wiretapping and eavesdropping.

During the Senate discussion on February 2, Senator Long was complimented by many of his colleagues for his courageous and determined attempt to assemble before the American public all evidence of abuse of the right to privacy through the use of wiretapping and eavesdropping equipment.

Senators expressed themselves as "shocked" that government agencies were not fully cooperating with Senator Long's Subcommittee. They backed Senator Long in his effort to bring out all the facts.

A Reversal

President Johnson's position on wiretapping and bugging is a dramatic reversal of the White House attitude during the Kennedy administration.

President Johnson has made his position crystal clear on three separate occasions. He is against wiretapping. He is against bugging. He wants to protect the right to privacy. He is against any exceptions where crime is concerned—whether organized or disorganized!

The only exception he would allow is in espionage cases and only then under the strictest safeguards. President Johnson's position is spelled out in these excerpts below from his 1965 Order and from his State of the Union and Crime Messages of this year.

Clearly, any government agent in any of the sixty agencies which purchase bugging gear is acting not only in defiance of the law but in direct defiance of the President in using these electronic devices.

On July 15, 1965, White House press secretary Moyers told newsmen that President Johnson had issued

orders to ban wiretapping by Federal employees. The only exception was to be where national security was involved and the direct approval of the Attorney General was to be required.

State of the Union

"We should protect what Justice Brandeis called the 'right most valued by civilized men' — the right of privacy. We should outlaw all wiretapping — public and private — wherever and whenever it occurs, except when the security of this nation itself is at stake—and only then with the strictest governmental safeguards. We should exercise the full reach of our constitutional powers to outlaw electronic 'bugging' and 'snooping'."

Crime Message, 1967

"I recommend that the Congress enact the Right to Privacy Act of 1967.

"Within the full reach of the constitutional powers possessed by the Federal government this law would:

- "Outlaw all wiretapping, public and private, wherever and whenever it occurs, as well as all willful invasions of privacy by electronic devices such as radio transmitters and concealed microphones. The only exceptions would cover those instances where the security of the Nation itself is at stake—and then only under the strictest safeguards.

- "Prohibit the advertisement, manufacture or distribution in interstate commerce of wiretapping and eavesdropping devices."

President Calls For Pollution Control

President Johnson called for legislation to stop reckless pollution in the air we breathe in a special message to Congress. That legislation has now been introduced. It is S. 780 in the Senate and H.R. 4729 in the House.

These bills have a real punch to them. They actually set "smokestack" standards. These are emission standards which bring the policing powers of the bill right to the door of the industrial plant. Under the bills standards will be set for each region of the country. These standards will include the emission standards for industrial plants.

\$1,000 a Day

The Secretary of Health, Education, and Welfare would be given powers by the bill to issue cease and desist orders when violations of "smokestack" orders are committed. If violations continue, companies can be fined \$1,000 a day for each violation after the order has been issued.

Jt. Council 73 . . .

of the IBT, "for if we sleep and fail to arm—labor's enemies will surely win on Capitol Hill."

A life-time Teamster who rose from the ranks to Secretary-Treasurer of his home local 641, to the Presidency of the Joint Council and to his election as a Vice-President of the International Brotherhood, Calabrese was instrumental in developing Local 641 as one of the largest locals in New Jersey and the International Brotherhood.

Actively engaged in Teamster affairs on local, state and national levels,

(Continued from page 16A)

Calabrese has also spearheaded major wage raises, also outstanding health, welfare and pension benefits for the union membership he directly represents.

"Teamsters are realizing more and more," Calabrese says, "that financial resources to aid elect friends of labor must be available if labor is to prevail. Only in this manner may we effectively combat those aided by NAM, the Chambers of Commerce, and other reactionaries who would destroy labor as we know it today."

Like Rifles and Pistols

Bugging-Eavesdropping Devices for Snooping On Neighbors, Fellow Workers Available in Catalogs

Are you carrying your Miniature Pocket Tape Recorder (\$29.98) with your Tie Clasp Microphone (\$4.98)?

Did you leave your Ultra-Sensitive Contact Microphone (\$19.98) attached to the wall so that your home tape recorder can pick up and record all the conversations in your neighbors' home today?

Are you carrying your Voice Tape Recorder in attache case (\$169.50)? With its hidden microphone in the

handle and its remote control microphone switch, it is really value for money.

Have you gotten your Miniature Cuff Link Microphone (\$19.95) or your Pen Microphone (also \$19.95)?

Have you attached your Telephone Snooper to the extension phone or party line phone today? It only costs \$12.98.

And how about your set of two Electronic Ears for \$34.95? You

dump one little five inch unit where you hope to pick up a conversation. You carry the other in your hand and listen far away—without any wires!

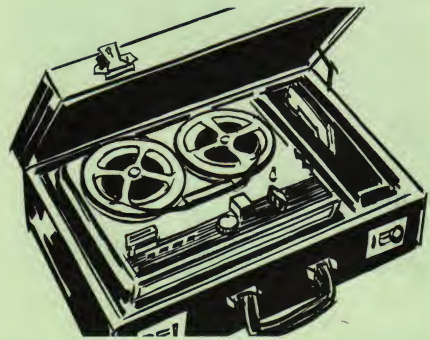
All of these gadgets are not only available to the general public, but they are being heavily promoted with unsolicited mail order catalogs. These catalogs are flowing into hundreds of thousands of American homes urging people to spy on their neighbors and business associates.



Miniature Pocket Tape Recorder: This one is described as a unit which can "capture secrets up to 20 feet away . . . travels in your shirt pocket . . . hours of fun and business use . . . or records direct from telephone with special adaptive coil. Recorder, \$29.98. Tie Clasp Microphone, \$4.98. Telephone adaptor, \$1.95. Extra 300 ft. tapes, \$1.00.



Now, No Wires 'Spy Ear' Lets You Hear: . . . 'Go ahead, be a snoop,' the catalog says. It's so easy with this little wireless device. It's the kind of precision instrument used in international espionage. Just place in inconspicuous place you want to bug. This—a trench coat—and you're in the spy business. Electronic Ear, set of 2, just \$34.95.



It Starts/Stops by Voice Command: Revolutionary portable recorder records from closed case. Started and stopped by voice command. Used by international detective and security agencies for surveillance purposes. Voice Tape Recorder in Black Case, \$169.50.



Telephone Snooper: Described in catalog as "a spy phone . . . not a toy . . . precision instrument adapted from military . . . now offered for civilian benefit . . . hear or record any 2-way conversation without touching receiver. Telephone Snooper, \$12.98.



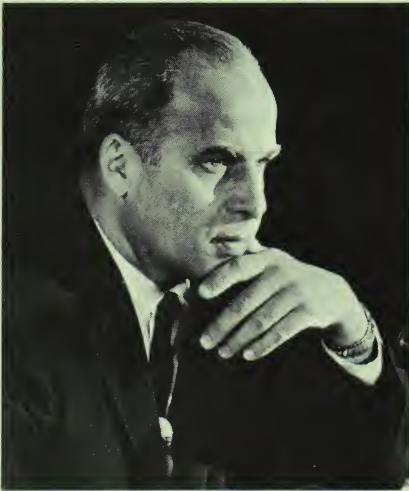
New Cartridge Load Tape Recorder: No external wires . . . battery operated . . . vest pocket recorder . . . ready for 'discreet use anywhere.' Executive recorder, \$79.95. Extra tapes, \$2.95. Miniature pen microphone, \$19.95. Miniature Cuff Link Microphone, \$19.95. Tie Bar Microphone, \$7.98.



The Private Eye

Senator Nelson Wants Probe Of Growing Police State Tactics

Senator Gaylord Nelson (D-Wisc.), in a Senate speech, recently, urged a full-scale Congressional investigation of the "alarming trend in this country



Sen. Gaylord Nelson

towards the use of police state tactics."

—Secret financing by the Central Intelligence Agency of student, private and domestic organizations.

—Wire-tapping and eavesdropping by numerous government organizations.

—Financing of "Supposedly legitimate books by the U. S. information agency".

—Widespread use of private detection agencies by large corporations and some units of government.

"I think we have reason to be greatly concerned as to whether the United States, perhaps unwittingly and unwittingly, is veering away from its traditional role as a free society and drifting toward a passive acceptance of the repulsive practices of a police state," Nelson said in a prepared Senate speech.

All the practices involved secrecy and dishonesty, he said, but the worst feature was the fact that *"The victims are our own citizens and in many cases they are completely innocent of any wrong doing."*

Nelson said police officers are forced to live in a gold fish bowl, serve at low pay and meet strict rules

of conduct while secret agents and private detectives are subject to no adequate budget review and are rarely accountable for their actions.

"Democratic institutions cannot control police state tactics once they are set in motion," he said. *"If secret agents are given millions of dollars to dispense in secret, if investigators are allowed to break into homes and install eavesdropping devices, then the people given these special, secret powers form a kind of new government all their own."*

Senator Nelson's voice has now been added to those of Senator Morse and Senator Fong who both called for an investigation of the Justice Department in speeches on the Senate floor during a widespread discussion of government eavesdropping and wire-tapping.

Minimum Wage Affects Workers In 50 States

New minimum wage increases went into effect on February 1, 1967. Here are the major provisions which should be affecting workers in all 50 states:

1. It increases the minimum wage for 29.6 million workers previously covered from \$1.25 to \$1.40 an hour effective February 1, 1967.

2. A follow-up increase to \$1.60 an hour will take effect February 1, 1968.

3. It extends coverage to an estimated 8.1 million additional workers, including 390,000 farm workers.

With regard to the newly covered, the 6,993,000 non-farm employees and the 390,000 agricultural workers will come under the minimum wage provisions at only \$1 per hour.

In the coming years, however, the minimum wage for non-farm workers will rise in 15¢ increments until it reaches \$1.60 in 1971. Farm workers, as the law now stands, will receive two 15¢ increments, arriving at \$1.30 per hour on February 1, 1969.

Farm workers brought under the act for the first time will be the employees of farmers who used more than 500 man days of agricultural labor in any calendar quarter of the previous year.

Can the new standards be made a reality for all under-paid workers? This will depend on adequate enforcement. Many thousands of workers are chisled out of their due minimum wage payments. Last year 430,000 workers were cheated out of 90 million dollars in wages. Only 1/3 of these underpayments have been recovered. It is estimated that another half million workers are being underpaid but the violations of law have not yet been discovered. The new minimum wage standards increase the number of protected workers by 30%.

The President's budget message called for funds to pay more wage-hour investigators. Unless these investigators are hired, a million workers may still be cheated out of their proper minimum wage. We ask DRIVE chapters to write the chairman of the Senate and House Appropriations Committees urging that funds for additional wage-hour investigators be included in the Labor Department budget for fiscal 1968.

Brightening Up the Image

GOP Congressman, Burt L. Talcott of California, is handsome, suave, well-groomed and circumspect. He wants the other 186 GOP Congressmen to project the same image. He has written them two letters urging proper conduct on the House Floor. Talcott claims he accompanies constituents to the visitors' gallery and listens to their comments as they look down at members on the floor. In his notes, Talcott writes:

"I am almost always proud of the appearance and conduct of most Republicans. Most Republicans do not read newspapers, sign their mail, or play cards while on the floor. Most Republicans on the floor do not eat, sleep, pick their noses or ears, or do semaphore with the galleries."

In an interview Talcott said, "My letters are no gag," and claimed that response to his letters was "quite favorable."

In the Hopper

Consumers Would Benefit from Passage of These Major Bills

The following major bills will be subject of hearings in the next few months. They are of great interest to the general public.

1. Consumer Bills:

Much "consumer protection" legislation has been introduced in both Houses of Congress—and there is more to come.

A new credit bill (S. 5) has been introduced by Senator William Proxmire (D-Wis.).

Senator Magnuson says he will propose six measures: 1) a National Commission on Hazardous Household Products; 2) an overhaul of the Flammable Fabrics Act, and legislation covering 3)

Cigarette, Tar and Nicotine Labeling; 4) Fair Credit Advertising and 6) Fuller Guarantee Disclosure.

On the House side, legislation has been introduced to establish a National Consumer Information Foundation (H.R. 2374, Rosenthal, D-N.Y.). The Foundation would "develop and disseminate, through a voluntary system of product labeling, comprehensive information about the performance, content, safety, durability and care characteristics of consumer products." This information would be carried on an "Infor-Tag" to be issued by the Foundation.

Teamsters Aid in Fund Raising For Bust of W. Va. Congressman

West Virginia State Capitol has just received a bronze bust of the former great liberal U. S. Congressman, Cleveland M. Bailey. The bust was a gift from the labor movement. Teamsters Joint Council 84, United Mine Workers, Railroad Brotherhood and the AFL-CIO provided the necessary funds. The project was carried through

under the direction of E. A. Carter, President of Teamster Joint Council 84.

Three thousand West Virginians attended a ceremony recently when the bust was unveiled. Congressman Cleveland M. Bailey was an unswerving friend of Labor throughout his congressional career.

2. Social Security:

The President has asked Congress to raise Social Security benefits an average of 20% . . . and proposed doubling the maximum Social Security tax over the next seven years to help pay for the increase.

Benefit increases would range from 15% to 59% for the 23 million people currently receiving payments. Medicare, nursing, and other health programs would be expanded and those persons over 65 would get a tax reduction.

To help pay for the increased benefits, the President called for hikes in the tax rate and wage base on which the tax is assessed.

The current wage base of \$6,600 would be raised to \$7,800 next year; to \$9,000 in 1971, and to \$10,800 in 1974.

The present 3.9% tax paid by employees would become 4.5% in 1969 and 5% in 1973—plus .5% for medicare.

3. Age Discrimination:

In his "Aid for the Aged" message asking for changes in Social Security, the President also asked for elimination of age discrimination in employment practices.

The Administration's proposal has been introduced by Rep. Carl Perkins (D-Ky.), Chairman of the House Education and Labor Committee (H.R. 3651).

The bill would prohibit arbitrary age discrimination for workers between the ages of 45-65.

Americans Paid \$211 Billion in Excess Interest

Rep. Wright Patman (D. Tex.), has charged that policies of the Federal Reserve System have cost the American people more than \$211 billion in excess interest charges over the past 15 years.

Patman asked President Johnson not to reappoint William McChesney Martin, as chairman of the Federal Reserve and to allow its Governor, Charles N. Shepardson to retire on April 30.

"Any public official," said Patman, "who has cost the people \$14½ billion a year for 15 years in unnecessary interest burdens is a luxury we cannot longer afford."



Members of the family gather around the bust of the late Congressman Cleveland M. Bailey in West Virginia's State Capitol. From left to right, they are Retired Colonel Joslyn R. Bailey; the eldest son; Donald C. Bailey, the youngest son; Mrs. Maude Bailey, the widow; Mrs. Donald C. Bailey, daughter-in-law of former Congressman Bailey. In the foreground are two of former Congressman Bailey's grandchildren, daughters of Mr. and Mrs. Donald C. Bailey.

Injuries and Health

President Johnson Puts Wheels in Motion To Meet the Problem of Job Injuries

President Johnson has put wheels in motion to meet the problem of injuries on the job.

In his message to the Congress on education and health he announced two attacks on the problem:

- He is recommending in the 1968 budget an appropriation of \$8.1 million—a 25 percent increase over this year—to expand research and training programs in occupational health and to strengthen state and local public health programs in this field.

- He is directing “the Secretary of Labor to improve and strengthen health protection and safety standards for workers through cooperative Federal-state programs.”

Safety Standards

“We must learn more about the nature of job-connected injuries,” the President said, “so we can set effective safety standards and develop better protective measures.”

And to stress the urgency of action, Johnson painted this picture:

“In 1965, more than 14,000 job connected deaths and 2 million disabling work injuries caused untold misery and privation to workers, 230 million lost man-days of production and billions of dollars in lost income.”

Modern industry has provided the

nation unmatched prosperity, it is generally agreed, but a by-product of this are the new hazards for the worker in terms of dangerous substances, machinery and situations.

Hearing Damaged

These hazards may range in health conditions from skin diseases to cancer. More than seven million people work in noisy jobs which can damage hearing. Nearly 100,000 Appalachian coal miners suffer a disabling chest disease caused by their work. Four million other workers in manufacturing, construction and automotive repair industries work under conditions either immediately dangerous to their

than likely to reply that it has something to do with mining; Or with high voltage wires; or involves those strong-nerved workers who rivet skyscraper girders or build towering dams.

Curious Ways

“All of these, of course, are hazardous occupations. But they are occupations accepted as such and the man in the street is apt to regard the practitioners of those activities with a sense of awe and remark, in passing, that there are certainly some curious ways people earn a living.”

Dr. Brown points out that even simple office jobs now often mean danger.

“Exposure to chemical agents,” he says, “which may prove harmful to workers can be classified under dusts, fumes, mists, vapors and gases.”

Dr. Brown notes that a worker may work at a job many years without realizing that he is soaking up poisons in his system. He suddenly develops a sensitivity to the same material he has been handling, without trouble, for a long period of time.

“He must give up his job,” he says, “the seniority he has accumulated, the skills he has learned—all of which results in a terrible loss to the individual concerned and to the employer losing the valuable services of a worker with proven experience on the job.”



President Johnson

health or hazardous enough to require continual inspection.

Yet, it is estimated that 80 percent of the nation's workers are employed in places where no type of health service is provided. The protection given the remainder ranges from excellent to minimal.

Too few people today really understand the extent of health problems on the job. Says Dr. Murray C. Brown, chief of the Division of Occupational Health of the U.S. Public Health Service:

“The average layman—asked to give his version of what constitutes occupational health hazards—is more

Carlos Moore . . .

(Continued from page 16A)

his work there, the first all-Latin council in that city was elected, attracting national attention.

Moore attended the University of Minnesota and Texas Wesleyan college of business, majoring in business administration.

He has been an active member of the Democratic Party, serving three terms as president of the Young Democrats.

Moore's appointment as Director of National DRIVE was given unanimous approval by the Teamster General Executive Board at a meeting in March.

Miracles

Rep. Frank Thompson (D. Wis.) believes that even 1967 is hard to believe. Recently he asked:

“What clairvoyant would have been foolish enough to foretell a year ago that a B-movie actor (Reagan) and a fried chicken salesman (Maddox) would be elected to high political office, while Senator Everett Dirksen, an experienced politician, would become the hottest (non-union) recording star in show business.”

\$250,000 Backpay**Virginia Local Wins Court Ruling
Vs. Overnite Transportation Co.**

Teamster Local 171 of Roanoke, Va., recently scored an important victory when the U. S. Court of Appeals for the Fourth Circuit upheld a National Labor Relations Board decision bringing to heel Overnite Transportation Co., one of the largest non-union trucking outfits in the nation.

The court ruling means Teamsters employed by Overnite at terminals in Roanoke and Pulaski, Va., will get backpay amounting to \$250,000 or more. The backpay will continue to run until Overnite restores conditions comparable to those that existed at the time it bought Rutherford Freight Lines, a carrier under contract to Local 171.

International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, called it a great victory and congratulated Richard Newland, president of Local 171, "for his efforts in this matter."

Flynn said:

"The legal point established holds that when one company is purchased by another and the latter continues in the same 'employing enterprise,' the purchaser is a successor and is bound to recognize the employees' bargaining agent and may not unilaterally establish or change any conditions of employment without notice to and bargaining with the union."

No Changes

The Court of Appeals decision noted that Overnite continued Rutherford's business after purchasing the company and, with respect to the Roanoke and Pulaski terminals, made no significant changes in the operation.

Overnite offered employment to all of the terminal employees, and they all accepted. The Pulaski and Roanoke drivers, who punched in on a Rutherford time card the day of the sale, punched out on an Overnite time card that same afternoon.

The Board concluded, on the basis of the trial examiner's finding, that Overnite clearly was a "successor" to Rutherford. "As such," said the court, "Overnite had a duty to bargain on the day of take-over, Nov.

19, 1964, which it did not recognize until 11 days later . . ."

The court decision continued: "When the individual employees were told their new (and lower) rates of pay and other (substandard) conditions of employment, the company spokesman said: 'As you all know we are not union and we are not planning on being union.' We do not hold such a statement *per se* impermissible,

but it colored the conduct, especially in view of this company's history of several previous violations of the Act."

The Board's order required Overnite to make the affected employees whole for losses caused by the unilateral changes in working conditions. The court commented:

"We are unable to agree with Overnite's characterization of the proposed remedy as 'extraordinary.' The first order of the Board, published in 1935, required reinstatement with backpay. That the remedy is drastic does not make it extraordinary . . ."

"An order of enforcement, without modification," concluded the court, "will be entered."

Hoffa Addresses 750**Local 816 Shop Stewards
Feted with 1st Banquet**

General President James R. Hoffa was the principal speaker when Teamster Local 816 of New York City held its first shop stewards dinner and dance reception recently at which more than 750 retired and current stewards and their wives were in attendance.

Hoffa rearranged a heavy schedule to attend the affair and spoke only

briefly as he praised the work of shop stewards and emphasized their importance in the trade union structure. He was warmly received.

International Vice President Joseph Trerotola, president of Teamster Joint Council 16, also addressed the gathering. Lester Connell, secretary-treasurer of Local 816, served as toastmaster for the event held in recognition of the hard work and sacrifice made by



International Vice President Joseph Trerotola, president of Teamster Joint Council 16, is shown at the podium during Teamster Local 816's first shop stewards' banquet. General President Hoffa was the guest speaker. Also on hand was International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, seated at Hoffa's left.

the shop stewards through the months. International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, also was present for the occasion.

Each retired shop steward received a wrist watch, inscribed with the designation of Local 816 and bearing the Teamster team-and-wheel emblem. The wives received a set of silver flatware.

Covers 800

2nd Esso Agreement Ratified By Bayway Refinery Teamsters

By a margin of 19-to-1, production and maintenance workers at the Esso Humble Oil & Refining Co., Bayway Refinery Co., Bayway Refinery in New Jersey ratified a renewal of their agreement calling for wage increases of around 30 cents for the life of the contract.

Andrew Contaldi, secretary-treasurer of Teamster Local 866, said the 2-year agreement covering some 800 Teamsters provides for a basic wage increase of 14 cents an hour retroactive to last Jan. 1, with another 4 per cent boost Jan. 1, 1968. The 4 per cent hike will amount to around 15 cents an hour. The ratification vote was 475 to 26.

In addition, the Bayway workers will receive lump sum payments in lieu of a retroactive increase to Nov. 22, 1966, the date the initial 2-year contract expired.

Contaldi said the agreement provides that during the next 2 years there will be no layoffs or backdowns, the latter referring to workers who are moved down from higher to lower paying jobs.

Re-entry

In addition, the company will hire 60 additional workers with priority being given to employees who have been laid off—even those whose recall rights have expired.

A re-entry program will be initiated to enable workers previously backed down to move up into better jobs. This will mean an additional 13.5 cents to each employee in this category. At least 50 workers will benefit.

Additional medical coverage was guaranteed in the contract and pensioners will receive higher payments after details are worked out.

Several major areas of dispute were resolved, including grievances on contracting of work, mechanical practices, holiday pay, and the assignment

of supervisors to do work which the union considers to be within the jurisdiction of the bargaining unit.

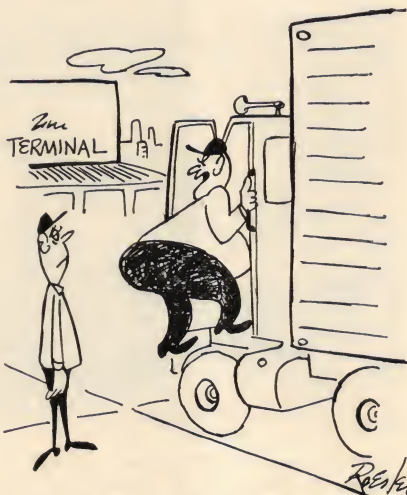
Other improvements in the contract were made in the areas of safety and working conditions, Contaldi said.

Still unresolved are areas of disagreement not covered by the previous agreement. Concerning minor maintenance practices, both the union and Esso agreed to settle the disputes later after an arbitrator rules on the meaning of certain maintenance clauses in the old agreement.

• In Mississippi

Over-the-road drivers for Monroe Mfg. Co., of Aberdeen, Miss., voted unanimously for representation by Teamster Local 984 of Memphis, Tenn., in a recent National Labor Relations Board election.

L. A. Pankey, secretary-treasurer of Local 984, said 13 drivers were eligible to vote. The tally was 7 to 0 for the union. The company produces garden hose, plastic resins and plastic intermediates.



"I suppose this is some more of that 'shorter cab, bigger payload' jazz."

Local Changes 100 Years of Non-Unionism

In its 100 years of existence, Hamsley, Inc., a Brooklyn, N.Y., steel warehouse, never operated on a union basis—until recently when the workers there voted for representation by Teamster Local 810 in a National Labor Relations Board election.

Milton Silverman, president of the local union, said 23 workers are in the bargaining unit. The company is a major supplier in the New York City area of all kinds of drawn, cast, and polished steel, tool steel, and stainless wire, bars, sheets, and rods.

Local 810 is the dominant union in the metal warehousing field in the metropolitan area and has contracts with all major steel, copper and brass, and aluminum warehouses.

Conklin Installs Officers for Retired Group

International Vice President Gordon Conklin of St. Paul, Minn., on a recent visit to the West Coast took time to install the officers for the Joint Council of Teamsters 37 Retired Members Assn. in Portland, Ore.

Newly formed in February, the association has the blessing of the Joint Council, with the object being to provide a meeting place for all retired Teamsters to meet and renew past acquaintances and to make new friends. The association also, according to Stuart S. Cox, recording secretary, will serve as an aid in time of need or sickness of the members.

Monthly Meetings

Once-a-month meetings are planned with a business session followed by showing of travel films and visiting speakers.

Cox noted that many of the members have records of Teamster membership ranging into 30 and 40 years, adding, "these are the members who have made the Teamster organization as strong as it is, and are still interested in the affairs at the local and international levels."

To \$1.40 an Hour

Federal Minimum Wage Hike Helps Many at Small Cost

The new \$1.40-an-hour federal minimum wage that went into effect last Feb. 1 made a great social impact at only a "miniscule" increase in national labor costs, according to Clarence T. Lundquist, head of the Labor Department's Wage and Hour Division.

Incomes of 3.7 million lower paid workers were boosted by the 15-cent hike over the old \$1.25 minimum said Lundquist. In addition, about 1 million workers were brought under the Federal minimum for the first time—starting at a \$1-and-hour minimum.

Lundquist said, "The economic impact in terms of added money to payrolls was very miniscule, less than 1 per cent of the annual national wage bill."

This was because the vast majority of the more than 40 million workers covered by the Fair Labor Standards Act when the new minimum went into effect already were earning more than \$1.40 an hour.

Flow Back

Lundquist estimated the pay increase adds up to \$1.1 billion more money this year for the 4.7 million workers who were formerly paid less than the minimum.

Furthermore, since the additional income will go mostly to low-paid workers virtually all the money is expected to flow back into the economy immediately.

When the second step of the increases enacted by congress last year goes into effect next Feb. 1, the minimum wage will go up to \$1.60 for those previously covered by the law and to \$1.15 for the newly-covered workers.

The newly-covered will continue to receive annual 15-cent increases until they too reach the \$1.60-an-hour minimum in 1971.

Next year's 20-cent hike to the \$1.60 minimum for most workers will add yet another \$1 billion or so to paychecks, and like this year's gain is expected to flow into the economy immediately.

The broadened coverage of the fed-

eral minimum wage added 8 million additional workers under the FLSA last Feb. 1, bringing the total to 40.3 million, more than half the nation's 75-million work force now employed.

A further expansion of coverage will add still another 1.1 million workers by the end of the second year of the newly-enacted provisions.

● Bakery Pact

Teamster Local 463 in Philadelphia, Pa., recently concluded negotiations on a contract for all drivers and warehousemen employed by the major biscuit companies in that city, providing for:

Increasing the hourly rate from \$3 an hour to \$3.40 an hour in 4 steps, the last increase to take effect Aug. 5, 1968, while reducing the guaranteed workweek from 45 hours to 40 hours in corresponding steps.

Warehousemen and garage employees received increases of 12 cents per hour in the first year of the 2-year agreement, and 13 cents per hour in the second year.

Effective the first year, there will be 3 weeks' vacation after 9 years on

Teamster Son

Joseph R. Raymond, Jr., son of Joseph Raymond, a member of Teamster Local 832 in New York City, recently was appointed assistant state's attorney for the City of Baltimore, Md. He also was named to serve on the Baltimore Mayor's Task Force on Equal Opportunity.

the job, 4 weeks after 19 years. In the second year, members will get 3 weeks after 8 years and 4 weeks after 18 years.

Pan American Nurses Gain Best Contract in Their Field

Pan American World Airways, Inc., nurses won the best agreement in their field in a contract negotiated recently by the Teamsters Union Airline Division.

Besides receiving wage gains and shift differential increases, all craft inequities are scheduled to be eliminated by April 1, 1969, and shift work and wage increases were made retroactive to March 1, 1966, according to Henry Breen, director of the Airline Division.

Other benefits gained included free uniforms, an extra holiday, health and welfare benefits, an opportunity to participate in a pension plan, paid jury duty, paid funeral leave, and sick leave that can be accumulated to 70 days.

Overtime schedules were set at time and a half for over 8 hours' work and for the 6th day without a break, double time for the 7th consecutive day and for all work over 12 hours a day, and double time and a half for holiday work.

The agreement also provides for a full grievance procedure, job protection on contract labor work, an established seniority list, a guaranteed severance allowance, and a \$1 meal allowance for a guaranteed meal break after 2 hours' overtime.

\$6,208 for Drivers

Wisconsin Local Members Win Large Backpay Award

Members of Teamster Local 446 in Wausau, Wis., recently received backpay checks totaling \$6,208 in the largest settlement ever made in the history of the local union.

Richard E. Chamberlain, secretary-treasurer of Local 446, said the sum was won in a dispute with the Hanz Trucking Corp., and the Hanz Construction Corp., of Wausau.

He praised the militancy and determination of "those members without whose constant support, cooperation and inspiration this victory would have been impossible."

Dollar Short

Last August, U.S. District Judge James E. Doyle held that Hanz Trucking was in violation of an arbitration award requiring that its employees be paid wages of \$3.49 to \$4.39 per hour for work in connection with construction of an office building in Wausau.

Prior to Judge Doyle's decision, the drivers had worked on the project since November, 1965, but had received wages at least one dollar below those called for by the labor agreement negotiated by Local 446 on their behalf.

In addition, the judge ordered that holiday pay for July 4, 1966, be

Richard E. Chamberlain (left), secretary-treasurer of Teamster Local 446 in Wausau, Wis., and the construction drivers who won a backpay settlement of \$6,208, largest in the local union's history.



included in the next regular paycheck of the drivers, as required by the labor agreement and the arbitration award.

At the close of his decision, the judge addressed the employers critically for not having accepted the fact that they had lost the arbitration case. He said:

"I think you should accept that fact; and I think that if you don't, you will be faced with a series of problems such as the one that brings you here today which, if your view has no more merit than this one does, I think can only result in additional expense to you."

Oil Firm Violates Rights

Teamster Local 833 of Jefferson City, Mo., won a decision before the National Labor Relations Board recently when the Board ruled that M.F.A. Oil Co., and M.F.A. Petroleum Co., of Columbia, Mo., violated the Act by refusing to continue bargaining with the local union, certified representative.

The Board said the company was also guilty of unlawfully interrogating employees about their union activity, informing them that "the union was out," and threatening economic losses, reprisals, lockouts and layoffs in the event of unionization.

In regard to the refusal to bargain charge, said the Board, the company contended that it had a good-faith doubt of the union's continued majority status because of a large labor turnover.

Rejecting this defense, the examiner first pointed out that "turnover in employment, standing alone, does not provide a basis for a bona fide belief that a certified union has lost its majority," he added:

"Without sound reasons to support a belief that the union has suffered a loss of its majority status, the presumption is that the union will have maintained the same proportion of

adherents throughout the changes of personnel in the unit."

The examiner concluded that the employer had not shown sound reasons to support its belief, and further, that bad faith was exhibited by the employer's commission of unfair labor practices.

Accordingly, the Board ordered the company to cease the unlawful conduct and bargain with the union upon request.

Airline Div. Wins Pair Of Elections

Two representation elections conducted by the National Mediation Board at World Air Center, Inc., and Modern Air Transport, Inc., were won recently by the International Brotherhood of Teamsters Airline Division.

Henry Breen, director of the division, said 291 mechanics and related personnel were eligible to vote in the World Air Center ballot. The Teamsters collected 161 of the votes while 3 other unions on the ballot split the rest as nearly 90 per cent of the workers cast votes.

At Modern Air Transport, some 113 mechanics and related personnel were eligible to vote. Some 103 balloted for the Teamsters and 2 voted for the Transport Workers Union.

Breen said that since the Modern Air Transport election, the company has hired additional personnel to bring the total in the unit to 170.



"Seeing yourself as others see you wouldn't do much good. You wouldn't believe it anyway."

Conference Meeting

Mid-States East Coast Dairy Group Confronts Chain Store Problem

DELEGATES to the Mid-States East Coast Dairy Conference meeting at White Sulphur Springs, W. Va., in early March were agreed that the greatest problem facing it today is that posed by the great grocery chains that have no consideration or respect for retail and wholesale milk industry conditions.

Gene Hubbard, secretary-treasurer of Teamster Local 246 in Washington, D.C., and chairman of the Conference, delivered this keynote point in the opening session of the meeting.

He was joined in similar statements by Thomas J. Haggerty, secretary-treasurer of Local 753 in Chicago and treasurer of the Conference, and Howard Haynes, secretary-treasurer of Teamster Local 783 in Louisville, Ky., and secretary of the Conference.

Hubbard said the dairy local unions are going to need each other more and more in preserving and improving conditions for the membership. Citing several instances in which the giant chains are attempting to ride roughshod over unions—particularly in “right-to-work” states—he added that dairy locals cannot count on support

from the chains in any manner because “we really don’t have any friends in the big, big chains” that will operate non-union wherever they can.

The nearly 100 delegates from nearly 50 local unions in more than 40 major cities agreed unanimously to a resolution supporting Teamster Local 603 of St. Louis, Mo., in joining the National Independent Dairy Assn., in an anti-trust suit being brought against the Kroger chain to halt completion of a new dairy processing plant in St. Louis, Mo.

The “test case” is an attempt to halt Kroger’s threatened monopoly control of dairy processing in that area. If Kroger succeeds in completing the plant to serve its 200 retail outlets, all the 25 independent dairy processing plants in St. Louis face extinction.

Delegates passed the resolution after hearing Lynn Paulson, executive vice president and general counsel of the National Independent Dairy Assn., describe the Kroger situation and ask the Mid-States East Coast Dairy Conference for support.

Paulson, who retired from a federal

job after many years in the anti-trust division of the Federal Trade Commission before joining the NIDA, charged that the food chains are coming closer every day to complete monopoly control of the food processing industry.

Paulson used federal statistics to show how the huge grocery chains have killed the poultry processing industry; almost killed the baking industry, and now are trying to mop up the dairy processing industry.

He cited what has happened to the NIDA as an example of how the chains are making inroads into independent dairy processing. The number of independent dairy processors has dwindled to 700 in the United States. The NIDA has lost 160 members alone in the last 4 years, not through cancellation of membership but because “they just die.”

Food chains in the U.S. now do 50 per cent of the dairy processing in metropolitan areas while selling an estimated 80 per cent of all dairy products sold today.

Independent dairy processors, who market their products through retail

Delegates to the Mid-States East Coast Dairy Conference paid close attention to the speakers and made reports of their own experiences at the 4-day meeting held in White Sulphur Springs, W. Va.





At the head table during an important session of the dairy meeting were (left to right): Howard Haynes, Conference secretary; International Vice President Harry Tevis; Gene Hubbard, Conference chairman, and Thomas Haggerty, Conference treasurer, at the microphone.

deliverymen, now do about 30 per cent of all dairy processing. A few national dairy processors do the rest of the business.

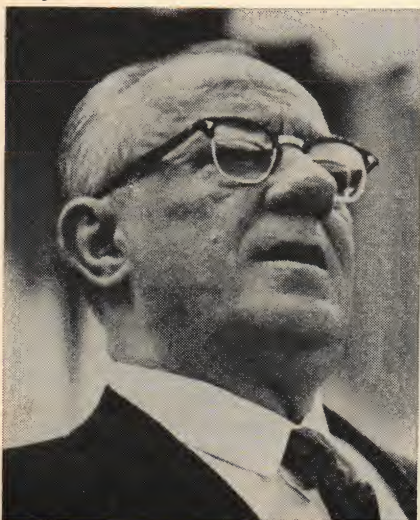
Everytime a grocery chain steps further into the dairy processing business, it means that an independent processor goes out of business. Said Paulson:

"We're coming to the point where there is monopoly control of dairy processing by the food chains."

Kroger is not the only huge chain building such a processing plant as the one in St. Louis. Allied Stores is in a similar program in Michigan, and Winn-Dixie is building in Miami. Kroger also is building in Detroit and its plant there will displace nearly a score of independent dairy processors.

Bringing suit against Kroger under

International Vice President Harry Tevis of Pittsburgh, Pa., told the nearly 100 dairy local delegates of the important events happening in the International Union, pointing to the need for solidarity.



Delegates to the Mid-States East Coast Dairy Conference meeting in White Sulphur Springs, W.Va., early in March unanimously passed a resolution "in all-out support of our great International President, James R. Hoffa."

Section II of the Sherman Anti-Trust Act which concerns monopoly power, said Paulson, is expected to prompt interest in the case from both the Federal Trade Commission and the Department of Justice.

The federal suit was initiated because state laws are not much help in this circumstance, Paulson said, and because there is a precedent in this area from the meat industry in the 1920's. At that time, the big four meat processors cornered the market and paid the prices they wanted to farmers while soaking the consumers. When meat substitutes were developed, the packing barons then cornered that market, too, and finally the government stepped in under a monopoly decision and broke up the combine.

Paulson pointed out that under the current state of laws, the grocery chains are discouraged from buying dairy processing plants, "but no one has told them they can't build plants."

International Vice President Harry Tevis of Pittsburgh, Pa., addressed the Conference and related actions of the International General Executive Board and other meetings of prime importance to the International Union.

The delegates passed a resolution supporting General President James R. Hoffa and pledging continued loyalty to and offering any services

needed to assure the continued success of the International Union.

Other speakers at the 4-day meeting included:

—Ted C. Wills, secretary-treasurer of Teamster Local 517 in Fresno, Calif., who discussed "protection of rights" in reference to milk coming through a picket line. He also proposed a national meeting of all dairy local unions in both the U. S. and Canada.

Resistance

—John Hartigan, director of the Eastern Conference Dairy Division, who urged that local unions negotiate into their contracts language providing that members shall carry the dairy products to their final destination.

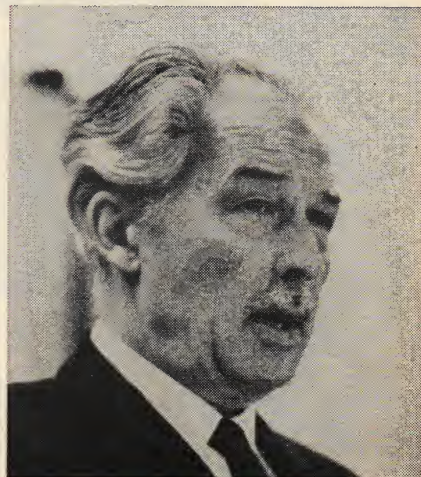
—Ogden Fields, executive secretary of the National Labor Relations Board, who pointed to some of the challenges facing organized labor, including the fact that there is, in his opinion, "more resistance to collective bargaining today than ever before"—and cited NLRB statistics to prove his point.

Sales Exemptions

—James L. Harriman, assistant to Clarence T. Lindquist, administrator of the Wages and Hours, Public Contract Division of the Department of Labor. He discussed outside salesmen exemptions under the Fair Labor Standards Act.

—Jack Polivka, president of Willow Farms Dairy in Chicago, who gave the employer's view of what is happening in the retail milk industry.

Lynn Paulson, representing the National Independent Dairy Assn., described for the dairy delegates an anti-trust action being brought against the Kroger grocery chain's moving deeper into dairy processing.



Shoe Workers Join Teamsters

Eight hundred and fifty employees of the Town & Country Shoe Co., Inc., working at plants in Sedalia, Warrensburg, and Slater, Mo., recently chose Teamster Local 534 of Sedalia, Mo., as their bargaining agent and have ratified their first agreement by a 3-to-1 margin.

Lester Hepburn, secretary-treasurer of Local 534, said the 3-year contract calls for a substantial wage increase over the life of the agreement, plus increased benefits in health and welfare and pension programs.

Also provided for in the agreement are 8 paid holidays, and double time and a half for any work performed on paid holidays.

● Brass Surprised

Military brass at the Redstone Arsenal in Huntsville, Ala., were stunned recently when their workers went union in a big way.

The government workers voted 3,993 to 879 for the American Federation of Government Employees. The organizing victory gives AFGE the largest bargaining unit in the Department of the Army.

● Complaints

National Labor Relations Board statistics for 1965 show that a record number of unfair labor practice complaints were issued against employers while the number of complaints against unions showed a decrease.

Complaints issued against employers totaled 1,595 compared with 269 against unions. Charges filed against employers totaled 10,902 compared with 4,941 filed against unions.

Who's Kidding Who

In almost the same breath recently, John D. Harper, president of Aluminum Co. of America, reported that Alcoa's 1966 profit showed a 40 per cent increase over 1965, and characterized "modest" price increases on ingots as needed to offset rising labor costs.

1966 Records Show:

Teamsters Continue to Lead In NLRB Election Victories

One of every 7 workers who chose union representation in single-union balloting during 1966 picked a Teamsters Union affiliate for the job.

National Labor Relations Board statistics for last year reveal that the International Brotherhood of Teamsters dominated trade union organizing—as evidenced by representation election wins—in practically every area.

Teamster affiliates participated in more elections than any other international union affiliates, and likewise won more elections and gained more new members than any other trade union organization.

The single-union election totals kept by the NLRB show that altogether there were 7,072 such ballots conducted by the federal agency last year. Teamsters were on 2,039—or 28.8 per cent—of those ballots.

All unions combined won a total of 4,094 of those elections, and Teamster affiliates accounted for 1,196—or 29.2 per cent—of the victories.

The Teamster score of 1,196 wins in 2,039 single-union elections resulted in an average of 58.6 per cent won—close to the top in this category.

Through 1966, there were a total of 202,847 employees eligible to vote in the units won by unions in the single-union elections, of which 28,357—or 13.9 per cent, almost 1 of every 7—picked Teamster representation.

In all the representation elections conducted by the NLRB, including those in which 2 or more unions were on the ballot, there was a total of 320,064 employees eligible to vote in the units won by the various trade unions. Some 41,797—or 13 per cent—went for the Teamsters.

Programmed Money

'Cashless' Society Foreseen By Noted Computer Expert

COMPUTERS are beginning to inspire entirely new industries, among which will be a system permitting a "cashless" society by the mid-1970's, according to a prediction made recently by John Diebold, noted expert consultant in the computer field.

Diebold, who advises many of the nation's largest business firms on their computer needs and has accurately charted computer trends in the past, said the "cashless" society is closer than people think.

He predicted it would be operating in some areas of the country within 10 years on the credit card principle.

In the "cashless" society, the shopper takes along only a punch-card to make purchases. The card is slipped into a special register and enters the amount to be paid to the merchant. The information automatically goes to the bank where the shopper's credit is checked. The sum of the purchase is debited from the

account, or, in the case of a credit purchase, it could be added to the customer's charge account.

Diebold says the "cashless" society will change the entire shape of business in which banks will do all the paper work for merchants. Such a method will eliminate so-called "float" money—cash which is in the process of transfer. This, in turn, will have an impact on bank earnings.

In order to meet the change and stay in business, Diebold anticipates, banks will have to provide many new services or fall by the wayside as new types of financial institutions—specializing in computer service—emerge to supplement the computerized "cashless" marketplace.

This is all part of a new trend as computers become more versatile and spawn new industry. As Diebold puts it, "Computers are starting to change what we do, as well as how we do it."

Accident with Twist**Local 600 Driver Acclaimed
For Action in Unusual Case**

From all general appearances, Ollie Rood, a member of Teamster Local 600 in St. Louis, Mo., and an over-the-road driver for Pic-Walsh Freight Lines, is a typical working man who compiles a fine record from day-to-day without complications.

He has been employed by the company since 1951 and has worked the St. Louis-Chicago run for 16 years. During the period, Rood has driven approximately 1,277,500 miles without a chargeable accident.

Like many drivers, Rood notes, "I have witnessed numerous accidents and have always tried to be of help to anyone who has needed assistance on the highway—and I am sure this holds true for the majority of Teamsters who drive the highways every day."

But one accident case which Rood witnessed recently was, in its complications, so out of the ordinary that it brought an heroic response from the St. Louis Teamster which earned him plaudits from the local union, the company, the state police, and the innocent family involved.

The incident took place in Pontiac, Ill. Rood was stopped in the right lane for a signal light when a car

pulled in the passing lane next to his unit and also stopped. They were both headed south.

Another auto, also headed south, failed to make the stop, however, and rammed the passenger car next to Rood's rig. The impact knocked the front car about 10 feet into the intersection and past the light standard.

After the light changed, Rood pulled to the side of the road and parked, then jumped out of his unit and ran to the car that had been rammed to see if anyone was injured and needed assistance. Fortunately, neither the driver nor his wife were injured, just slightly shocked.

Rood asked the motorist for a piece of paper to write his name and address to leave with the driver in case a statement was needed from the truck driver. As the driver was handing the paper to Rood, the Teamster noticed that the 3 persons who were in the other car were running across an open field about a quarter of a mile from the scene and attempting to flee.

The Chase

Rood hailed a pickup truck that was headed north and asked the driver to take him up the road so he could head off the 3 persons running away. The pickup driver did so, letting Rood out about 200 feet from where the trio was running.

"I yelled, 'Halt!'," said Rood, "and to my surprise, they stopped dead

still. I had nothing in my hands except the paper I had rolled up."

Rood continued his story:

"I told them to turn around and head back toward the accident scene. They stayed ahead of me until we reached a service station at the intersection. Noticing a padlock on the door, I asked the attendant if I could lock them in until I could get help.

"I called the state police and they arrived about 30 minutes later. Unknown to me, until the following day, was the fact that the 3 were in a stolen car and were also wanted in Cook County on other charges of robbery and burglary. The car they were driving had been stolen in Chicago. Had they not been caught and apprehended, someone else may have been their next victim and could have possibly suffered bodily injury."

Rood said that in all his years on the road, he had never encountered anything quite like this event. He added, "I have been a witness to 2 fatal accidents that cost the lives of 7 persons. Both involved tractor-trailer units, and in neither case was the truck driver to blame." In both instances, said Rood, his testimony helped absolve the drivers of blame and save the companies possible large sums of money on unfair judgments.

J. D. Hoffman of Cleveland, Ohio, driver of the auto that was rammed from the rear on this occasion, wrote a letter to Pic-Walsh Freight Lines commending the Teamster. His letter read in part:

"Mr. Rood witnessed the accident, pulled to the side, apprehended the 3 thieves, called the police, and in general took charge of the situation. It is to your credit that you have men like Mr. Rood in your employ. He is clean-cut, polite, knowledgeable, and possessed of no little courage. I do hope that you will remember to reward performance of this kind, because it is the means of building a fine image of the trucking industry in the minds of the traveling public."

• Canadian Strike

Some 200,000 Canadian government workers have been given the right to strike under a new labor law just adopted by the Canadian House of Commons giving federal employees collective bargaining rights.

Under the legislation, federal employees in Canada are given the option of resorting to binding arbitration or to strike if bargaining fails.

Ollie Rood

**Officer on
Med Center
Board**

Michael J. Fomusa, secretary-treasurer of Teamster Local 738 in Chicago, Ill., recently was named president of the midwest advisory board of the American Medical Center at Denver.

The hospital, free and non-sectarian, specializes in treatment of patients with advanced and recurrent cancer and chronic respiratory diseases.

New Program

Federal Agency Proposes Standards For State Roads Safety Plans

AN INITIAL draft of standards for state and local community highway safety programs has been designed by the National Highway Safety Agency as the first step in a nationwide attack on the staggering toll of death and injury on the road.

The standards program was introduced in Washington, D. C., to the representatives of the governors of all 50 states meeting on the invitation of the federal agency to discuss implementation of the Highway Safety Act of 1966.

Lowell K. Bridwell, Undersecretary of Commerce for Transportation, told the state officials that the standards were designed to help them develop their own highway safety programs "with the federal government providing financial aid, coordination, and leadership in the overall effort."

The National Highway Safety Act provides for 50-50 matching funds for states and local communities to expand and improve their highway safety programs.

It requires that at least 40 per cent of such funds go to local communities, and it poses the threat of the loss of 10 per cent of federal-aid highway construction funds for those states failing to comply.

For this reason, said Bridwell, "it is imperative that we establish the state standards as soon as possible for the guidance of state officials and legislators who will have the responsibility of implementing the state programs."

According to the Act, the state programs must be in full operation by Dec. 31, 1968. The issuance of state standards is expected to be a contin-

uing process as the national drive to reduce death and injury on the highways develops. Many of the standards require the kind of data keeping that will aid the agency in its search for the causes of accidents and injuries and the means of preventing them.

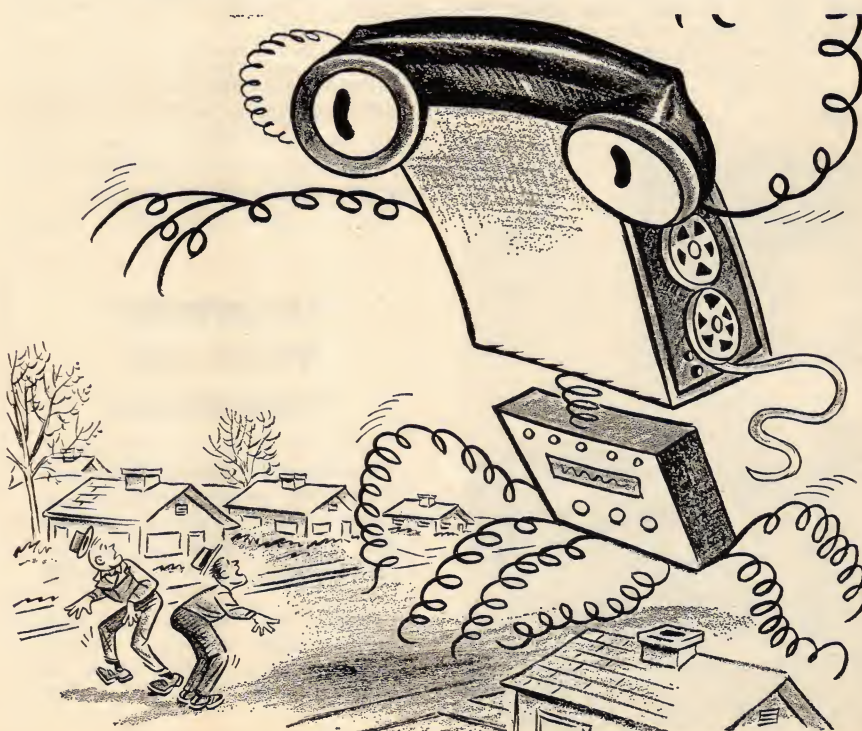
The draft standards as proposed by the National Highway Safety Agency generally cover: Driver licensing, driver education programs, licen-

sing of driver schools, uniform traffic control, emergency medical care, and maintenance of complete and usable records relating to drivers, vehicles, and accidents.

Following is a summary of the draft standards:

Driver licensing—Each state must have a driver license program covering minimum age limits, physical and eyesight examinations, knowledge of traffic laws, ability to comprehend

Monster on the Loose



traffic signs, and ability to operate the kind of vehicle for which licensed. Periodic reexamination at least once every 4 years, with authority to re-examine more frequently than that for those under 25 years of age or over 65.

Driver education—Requires comprehensive driver training programs, meeting standards set by the state, to be made available to all high school students. Requires training and certification of school instructors, regulation of other driver training schools, and the licensing and certification of their instructors. Calls for research, development and procurement of practice driving facilities such as simulators and other tools for both school and adult training programs.

Motor vehicle registration—Requires a central registration system to provide means of identifying the owner, type, weight, size, and carrying capacity of every vehicle licensed to operate in a state; also, this information should be made available for traffic safety studies, research, enforcement, and other technical uses.

Mercy Job

Joseph Storms, a member and shop steward of Teamster Local 676 in Collingswood, N.J., recently drove a collection of food and clothing to the beleaguered Delta area of Edwards, Miss., after the material was gathered together by a committee of churches in the Camden, N.J., area. As in the past, John P. Greeley, Local 676 president, was asked to assist in getting the food and clothing transported south. Roadway Express agreed to donate the equipment for the trip and Storms donated his time.



Since 1903, when the "horseless carriage" accident toll first assumed significance, there have been more than 1,690,000 deaths involving motor vehicles in the United States. The highway death toll in 1965 was 49,000.

Motor vehicle inspection—Requires inspection at least annually of every motor vehicle, motorcycle, trailer, and semi-trailer registered in the state. All vehicles must be inspected prior to registration for the first time in the state. Vehicles involved in fatal crashes also must be inspected before returning to use. Inspection also required whenever the title is transferred.

Highway design, construction, and maintenance—Requires that existing streets and highways be maintained in a condition that promotes safety. Requires that modernization of existing roads and new highways as well meet approved safety standards. Precautions must be taken to protect passing motorists as well as highway workers from accident involvement at highway construction sites.

Investigation and surveillance of accident locations—Each state, in cooperation with county and other local governments, must have a program for identifying and improving high accident locations and maintaining surveillance of locales with high accident rates.

Emergency medical services—Calls for state health departments to employ a full-time person to work on emergency care of accident victims. Also requires setting up of statewide emergency medical services program.

Traffic records—Requires a central

system, compatible with local systems, to include all traffic data for the entire state. The system shall be capable of providing summaries, tabulations, and special analyses and shall include driver, vehicle, accident, and road records so designed that it is possible to relate all relevant records.

Traffic courts—Requires that traffic court records and reports be forwarded to state highway safety records systems, and that persons charged with exceptionally hazardous traffic violations must appear in court. Suggests uniform accounting system for traffic fines and uniform court procedures for traffic cases.

Codes and laws—Each state shall develop and implement a program to achieve uniformity of traffic codes and laws throughout the state, including rules of the road for all public streets and highways. Such rules of the road must be consistent with those of other states.

Traffic control devices—Concerns state implementation of control device improvements that will bring about national uniformity. Includes signs, signals, markings, and a variety of electronic controls that convey regulatory or convenience information to motorists.

Alcohol in relation to highway safety—States shall make it unlawful to drive when a person's blood alcohol concentration equals or exceeds one-tenth of one per cent; must require that any person driving on public highways gives his implied consent to submitting to a chemical test for alcohol content in his blood, and refusal to submit to such test will result in revocation of driver's license. Calls for a program of checking alcohol blood content of motorists and adult pedestrians killed in traffic accidents.

● Defense Pacts

Out of 16 states where defense contracts have increased at the expense of other sections of the country in recent years, 10 are so-called "right-to-work" states.

Commerce Clearing House reported recently that during the past 5 years, the collective share of the South Central states has risen from 7.8 per cent or \$1.95 billion of the total military contracts awarded in 1962 to 12.2 per cent or \$3.86 billion of the 1966 total.

Among the South Atlantic states total contracts in 1962 amounted to \$2.6 billion or 10.4 per cent, while in 1966 their share was \$3.97 billion or 12.5 per cent of the total.

Teamster Tops as Pigeoneer

Douglas Rich, a member of Teamster Local 501 in Vancouver, Wash., has raced pigeons for 31 years and has a showcase of gold and bronze trophies as evidence that he knows how to win with birds.

Rich recently was named a judge for the Fort Vancouver Pigeon Racing Club's annual show in which there are some 250 entries.

Covers New Mexico

Teamsters, Engineers, Steelworkers Form Alliance in Nonferrous Metals

Representatives from 2 other international unions joined the International Brotherhood of Teamsters recently in signing a declaration of cooperation to cover joint organizing and bargaining activities in the nonferrous metals industry in the state of New Mexico.

Joining with the Teamsters in the alliance were the International Union of Operating Engineers AFL-CIO, and the United Steelworkers of America AFL-CIO.

Thomas H. Owens, director of the National Division of Building Material and Construction Drivers, represented the Teamsters Union in the signing.

Owens said the primary purpose for the joint pact is to make it possible for the unions to cope with the Phelps-Dodge Corp. open pit mill operation in Tyrone, N.M., which ultimately will employ 1,600 workers.

Cooperation

Similar programs are proposed for the states of California, Montana, Idaho, Utah, and Nevada, all areas where there is heavy nonferrous metal mining.

The declaration of cooperation entered into by the Teamsters, Engineers, and Steelworkers, recognizes the need for a cooperative and united approach in organizing and collective bargaining in New Mexico's nonferrous metals industry that will "enhance the economic welfare, job security, and general status of all union members, and will serve to prevent further jurisdictional fragmentation which serves only to the advantage of the mining companies . . ."

The parties mutually agreed to a 2-point program:

1. To establish a uniform program of organizing based on the jurisdictional realities, patterns in the industry, and the membership desires which will preserve basic and traditional equities of the respective parties and still permit reasonable and necessary flexibilities to meet varying conditions and circumstances.

2. To embark on a program of joint collective bargaining wherein the strong will support the weak and the

concept of mutual assistance will prevent divisions within labor ranks and will bar companies from forcing their will on any of the signatory unions.

Owens said that to achieve these common objectives, the parties agreed also to periodic consultation on all problems that may confront them so that all situations can be handled within the spirit of the agreement.

Signing for the Teamsters along with Owens were Larry Enbody of the Western Conference of Teamsters, and Tom F. Owen and Carleton F. Wallmark of Teamster Local 310 in Tucson, Ariz.; Paul Askew of the

Operating Engineers, and Orville Larson of the United Steelworkers.

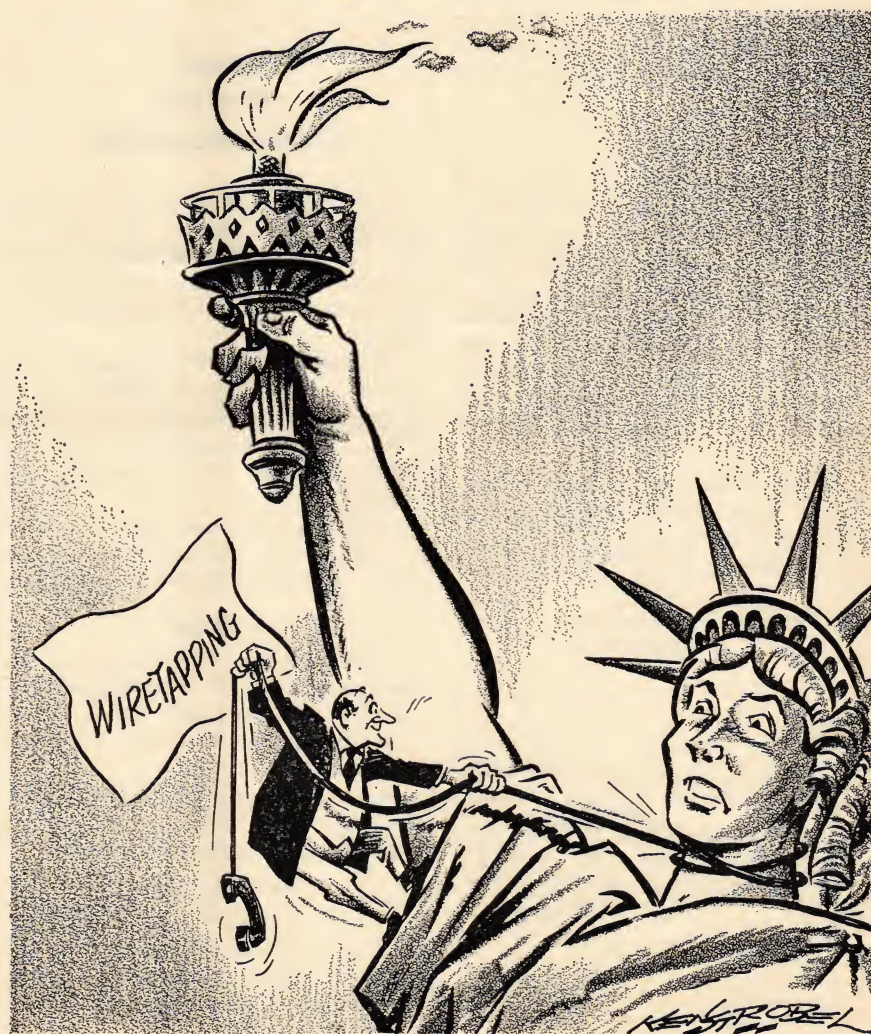
• Job Cutback

In testimony before the House and Senate Public Works Committees, the National Joint Heavy and Highway Construction Committee testified that—

"Based on a study of labor requirements for highway construction by the Bureau of Labor Statistics, approximately 97 million man-hours will be lost" as a result of the \$1.1 billion cutback in the federal highway construction program.

Urging restoration of the monies, the labor group pointed out: "Since the average highway construction worker is seasonally employed and is lucky to get 1,500 hours work a year, about 65,000 workers will be added to the unemployment rolls."

Strangling a Lady



Working People

Wage Employment Figures Show 'Revolution' in U.S. Since 1909

A lot of things have happened in the United States since 1909 and the U.S. Department of Labor has the statistics to prove it.

It has just turned out a 788 page book of tables that make extraordinarily dull reading in themselves, but nevertheless, add up to a dramatic story of what has happening to jobs, the kind of jobs that we do today as compared with 60 years ago, the wages that they pay, the hours that we work and the make-up of the nation's work force.

Here are some of the highlights:

- No one needs to be told that during the past 60 years, we have become the world's greatest industrial nation. There are now more than 63,000,000 Americans who work at non-farm jobs. During the past five years, non-farm jobs have increased by 18 percent.

Revolution

- Correspondingly, the number of farm jobs has tumbled precipitously since 1909. Only twenty years ago 22 percent of total employment in the United States was in agriculture. There were then 10,000,000 farm workers. Today, with 4,000,000 workers, the percentage is just a shade over 5 percent. This, in itself, has been characterized as a "major social revolution".

- Today there are at least five industries which employ more workers than there are in agriculture. These are: manufacturing 19,000,000; trade

13,000,000; government 11,000,000; service, 10,000,000 and transportation and public utilities, 4,200,000.

- Government has shown the largest increase in workers in recent years, most of the increase being in state and local governments. Since 1961, the increase has been 31 percent, mostly in education and health.

- The service industries also have shown "phenomenal" employment growth, rising by more than 5 percent over the past five years.

- Total factory employment, although suffering a decline during the recession of the Thirties, is now at record levels, having increased by about 17 percent during the past five years.

Bad Faith Bargaining

West Side Transfer Co., of Grand Rapids, Mich., violated the Act, said the National Labor Relations Board in a recent ruling, by bargaining in bad faith with Teamster Local 406 of that city.

Sustaining the trial examiner, the Board said Martin E. Wright, sole proprietor of the company, committed other unfair labor practices which evidenced his bad faith bargaining, including:

- Telling the union representatives and employees that he would never sign a collective bargaining agreement.

A Threat

- Threatening the union and his employees that he would close his business rather than sign a contract.

- Granting a unilateral wage increase.

- Refusing to supply financial data to support his claim of inability to grant increased economic benefits.

In a Contract

The Board ordered the employer to cease the unlawful conduct and bargain with the union upon request, and embody in a signed agreement any understandings reached.

Unfair Charges Upheld

Hot Springs Aluminum Processors, Inc., of Hot Springs, Ark., violated the Act—said the National Labor Relations Board in a recent decision—with several unlawful labor practices committed against employees in connection with Teamster Local 878 of Little Rock, Ark.

Sustaining the trial examiner, the Board cited the company's violations:

- Unlawfully interrogating employees about their activity for Local 878.

- Threatening economic reprisals for such activity.

- Soliciting employees to revoke union authorization cards.

- Preparing cards by which employees could revoke union membership.

- Promising economic benefits to discourage union activity.

- Telling employees that it knew who had signed authorization cards.

A jackhammer figured in the firm's violation against the person of Johnny Blevins, an 18-year-old who weighed 130 pounds. Blevins was assigned to operating a jackhammer.

Evidence showed that Blevins hired as a production employee, but when he refused to revoke his authorization card after the employer offered him a \$20 advance, he was assigned to stacking salt bags.

Later, Blevins was assigned to operating a jackhammer in a furnace cleaning operation. Concerning the unusually strenuous labor required to operate the 90-pound jackhammer, the examiner noted:

"Witness after witness—some of them powerful men able to lift a quarter of a ton of dead weight off the floor—testified that they could not operate the hammer more than 20 minutes at a stretch; and some had limits that were lower."

Blevins was then discharged, allegedly because he did not operate the hammer correctly.

The examiner ruled that the company's treatment of Blevins was unlawful since it was motivated by Blevins' refusal to revoke his authorization card, by his telling other employees of the \$20 offer, and his entire pro-union course of conduct.

Accordingly, the Board ordered the employer to cease the unlawful conduct and to reinstate Blevins with backpay and interest.

'That reminds me, what are we having for dinner?'



**For
Your**

Information

● Management Switcheroo

A surprising comment was made at a recent American Management Association meeting held to examine why there is an increasing incidence of union rank-and-file rejection of settlements worked out by union and management negotiators.

One employer suggested there was too much democracy in unions. He commented that no other organization runs its affairs in this fashion, and added that the simplest solution would be to amend the Taft-Hartley Act to forbid ratification votes.

● Laborers Pension

The Laborers International Union has set up a portable pension plan expected to cover some 300,000 construction workers by the end of the year.

Basically, it would permit a laborer to move from one geographical area to another without losing his pension credits.

The Laborers general executive board okayed a reciprocity form which each local pension fund will be asked to sign and file with the International Union.

● Consumers Organize

One result of the housewives' consumer boycotts last fall is the development of a new national organization known as The United National Consumers Assn., Inc. (TUNCA), headquartered in Washington, D.C.

President of the organization is Mrs. Paul West of Denver, Colo., who sparked the first successful boycott against a supermarket chain in that city in an effort to seek reduced prices on foodstuffs.

TUNCA spokesmen note there are nearly 200 million consumers in the United States, of whom more than 130 million are over 18 years of age and eligible to vote.

● Insurance Controversy

Auto insurers and the American Trial Lawyers Assn. are in the midst of a name-calling match over the high cost of traffic accident judgments in the courts.

The insurance people claim lawyers do much to unnecessarily drive up premium costs with settle-

ments higher than need be. The lawyers, on the other hand, claim the insurers make enormous profits while whining about "losses."

Most recently, the insurers contended that "more than 20 cents of every premium dollar paid for automobile bodily injury liability insurance goes to plaintiffs' attorneys" to pay their fees.

● White Collar Struggle

Business publications reflect increasing concern among management decision makers over the growing acceptance of unionism among white collar workers.

Successful organizing campaigns among teachers, nurses, and government employees appear to make trade union affiliation more "respectable."

One way companies are reacting to potential union threats is by forming "professional groups" for their workers in a crass snob appeal.

Despite such tactics, says a recent University of Michigan survey, a growing proportion of white collar workers identify themselves with working people rather than management.

● Job Hunters

Contrary to the claims of reactionaries who assert that jobless workers welcome the chance to go on the welfare rolls, laid-off workers generally start hunting for a new job immediately.

A new Labor Department study shows that more than 40 per cent of the blue collar workers studied started looking for work the day after discharge; 62 per cent started looking anew within a week.

Of some 20 per cent who didn't do any job-hunting, nearly all expected to be called back to their old jobs in short order.

● Pilot Strike Pay

Strike benefits paid by the Air Line Pilots Association AFL-CIO to 6 pilots of a struck airline in 1960 and 1961 constituted taxable income, according to a recent decision of the U.S. Tax Court.

The court noted that strike benefits normally are considered tax-free because they are given to meet the necessities of the recipients.

But in the ALPA case, the payments were not based on financial need but simply on the pilots' income for the prior year.

● True and False

"Profits have come to be considered crass, commercial and grubby. There are vast numbers of people in this country who seem to consider that profits are taken out of the pockets of workers and/or consumers . . . We have permitted management to become pitted against labor in a struggle over profits with too many uneasy political leaders becoming prone to use the word 'profit' as a nefarious thing." —L. B. Maytag, Jr., president of National Airlines, in the *Wall Street Journal* of Feb. 2, 1967.

● Power Trust Exposed

Sen. Lee Metcalf (D-Mont.) has just published a book, "Overcharge," with the subtitle, "How Electric Utilities Exploit and Mislead the Public, and What You Can Do About It."

The book is an expansion of a series of exposes made by the Montana Democrat in the Senate on price gouging, false propaganda, and deception engaged in by the so-called investor-owned utilities.

Sen. Metcalf predicts that residential and commercial users of electricity by 1980 will face overcharges in rates of as much as \$11 billion if some action is not taken to force drastic reductions in rates.

● 'Ma Bell' Tops GM

AT&T, otherwise known as "Ma Bell," has taken first place in the profits race, ousting General Motors, first-place runner since 1962.

In 1966, AT&T made \$1.979 billion compared with GM's \$1.793 billion. In 1965, AT&T profited by \$1.796 billion while GM had a record profit of \$2.125 billion.

● Overtime Drops

Manufacturing companies are slashing their overtime costs and making an extra effort at increasing "efficiency."

Bureau of Labor Statistics records show that in March of last year, production workers averaged a record 4.1 hours of overtime a week. But by the beginning of this year, the average had dropped to 3.3 hours—the lowest in nearly 2 years.

The bureau says nearly a third of the production work force has been putting in more than 40 hours a week in recent months.

● Split on Profits

Corporations in the United States are split over whether profit margins will rise or fall in 1967.

A survey by McGraw-Hill Publications concluded that corporate pre-tax profits this year will total in excess of \$80 billion, an expected increase of \$3 billion over last year.

Even though total dollar volume is expected to go up, 34 per cent of the companies interviewed anticipated slimmer profit margins, 32 per cent expected fatter profit margins, and 34 per cent expected the margins to remain about the same as in 1966.

● Company Communications

Employers are seeking ways to improve their line of communications with workers.

The Bendix Corp. has abolished 22 local employee newspapers at plants around the country. Instead, the company will publish a single national paper to present its "message" to the workers.

Jones & Laughlin Steel has launched a newsletter for white-collar workers alone. Pittsburgh National Bank has inaugurated an "instant news" program via a telephone message.

Ford Motor Co. has plans for a special communications campaign during bargaining next fall, to give employees the company view of the table talks.

● Merger Activity

Merger activity among corporations remained at a high level during 1966, according to the Federal Trade Commission.

FTC figures show that there were 1,746 corporate mergers and acquisitions during 1966 compared with 1,893 in 1965—a decline of 8 per cent.

While overall activity dropped, acquisitions of the giant corporations increased for the fourth consecutive year in 1966 as 98 companies with assets of \$10 million or more disappeared.

● Medical Costs Spurt

The price Americans are paying for doctor and hospital fees is rising at the fastest rate in history, according to a study made by the Department of Health, Education, and Welfare.

Physicians' fees went up 7.8 per cent and hospital charges climbed 16.5 per cent during 1966. HEW expects the same rate of increase to be registered during 1967.

In 1964, the latest year for which total dollar statistics are available, Americans paid \$7 billion to doctors and \$7.35 billion to hospitals.

WHAT'S NEW?

Automatic Engine Heater Timer

This new engine heater time control makes all heaters virtually automatic. By plugging your dip stick, headbolt, frost plug or tank-type heater into the device, and then plugging the device in, you can preset the turn-on time for any hour in 24. The device has been field tested, and comes complete with a grounded 3-wire cord designed for sub-zero weather. The timer itself is pre-lubricated with a special low temperature oil to prevent malfunctions. The device will turn on battery blankets and in-car heaters as well as engine heaters.

Injection Pump Test Stand

Equipped with standard instrumentation and adapters, a new diesel test stand features a rack holder that tilts easily so that injection pumps can be removed without taking off the fuel or output lines, or relocated on either side of the stand. The stand also facilitates a changeover from one style pump to another, by storing nozzle and line assemblies for various nozzles already made up.

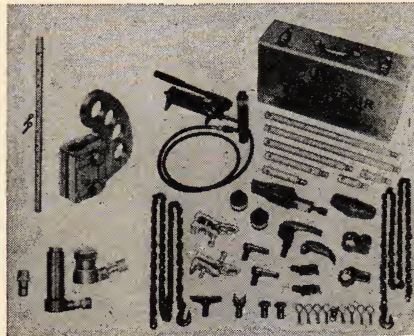
Air Powered Portable Ballaster

Useful for off-the-road equipment, this pump inflates at a rate of 10 gallons a minute, and empties at six. Since it is powered by compressed air from a shop or service truck (a 5HP compressor is adequate) there is no shock hazard. Over-inflation is circumvented by a 60-psi pressure bypass. Intake power is 14 cubic feet per minute at 90 psi. Pump gears are constructed of bronze, the strainer is brass, and the air motor is lubricated

by an air line lubricator and pressure regulator. The unit weighs in at 22½ pounds.

Handy Body Repair Kit

In one package, this kit gives you a remote control jack, two rams, an all-angle pull clamp, a full set of



attachments, a tube extension and a car hood spring spcader. It might be handy for instant on-the-spot repairs. The shortest ram stroke is 2¾ inches when retracted, for tight spots.

Emergency Brake

This unit applies the entire emergency braking system from a single lever located beside the seat, and permits varying degrees of application. The unit also operates as a safety check on parking pressure release, because the trailer air brake system must be charged on take-off. The tractor protection valve cannot be used for parking.

Instant Urethane Foam

Useful for a number of jobs, this new material is urethane foam in the familiar aerosol can that can be used for foam-in-place repairs to reefers, temporary electrical insulation of hard-to-tape connections, and many other jobs. Available in two sizes, a 6 and a 12 oz. container, the material fills, respectively, ⅜ and ¾ cu. ft. of space with foam. To use, the urethane material and catalyst are mixed, shaken, then applied. Setting takes place when the foam hits the air.

Fast Emergency Diesel Starter

Like some high performance aircraft, a diesel can get a healthy starting kick from a solid powder

propellant charge with this new system. Installed in almost any position, without the installation problems of other special-start units, this device uses a cartridge 2 inches in diameter and 7 inches long that burns for five seconds. This is adequate for almost any start, and in the manufacturer's laboratory tests, a 225 HP diesel Cat, with SAE 20 weight oil in the crankcase, started easily at 15° below zero.

To operate the unit, you need only insert the cartridge into a gun-like breech, lock it in, turn on the ignition, and press a button. The cartridge is ignited, charging the starter with hot gases.

An added benefit of the cartridge-start system is that an emergency air tank of 30 gallons or smaller is adequate. Cartridges meet ICC standards, and can be carried without hazard, the manufacturer says.

Cargo Identification Signs

These signs meet the new ICC regulations, and are silk-screened in the approved colors on both sides of five plastic cards, .015 inches thick. The signs measure 21 x 6¾ inches. Also available from the firm is a permanent-mount aluminum "Dangerous" sign that flips up when not needed. The plastic placards are held in place by aluminum brackets and two clips. Messages available on the plastic signs are "Flammable, Dangerous, Poison, Explosives A, Explosives B, Oxidizers, Compressed Gas, Corrosives, Flammable Gas" and "Radioactive."

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Egg-Ample of Eggheads

Mrs. Newlywed asked the grocer: "Don't you think these eggs are rather small?"

"Indeed I do," agreed the grocer. "But that's the kind the farmer sends me."

"Yes," said the bride, "that's the trouble with the farmers. They're so anxious to sell their eggs that they take them out of the nests too soon."

She Had a Ball!

A wife who had joined a bowling league returned from her first attempt at the new sport and was asked by her golfing husband:

"How did you do?"

Replied his wife airily, "Well, at least I didn't lose any balls!"

All Arranged

A little girl of seven entered a store in a small town and said: "I want some cloth to make my dolly a dress."

The merchant selected a remnant and handed the child the package.

"How much is it?" she asked. "Just one kiss," was the reply.

"All right," said the child, as she turned to go. "Grandma said to tell you she would pay you when she came in tomorrow."

Cheap Mink

Wife to husband, upon opening his anniversary present to her: "Oh, darling, a mink coat! Is it genuine mink?"

Husband: "Well, if it's not, I'm out \$25."

Old Custom

St. Peter—"And here is your golden harp."

Newly Arrived American—"How much is the first payment?"

Mind Changing

"I have always maintained," declared Charles, "that no two people on earth think alike."

"You'll change your mind," said his fiancée, "when you look over our wedding presents."

Dubious Forbears

"So you gave a fellow \$75 to look up your ancestors," said Smith. "What did he learn?"

"Plenty!" answered Brown. "I had to give him another \$75 to keep quiet."

Hardly Any Meaning

"I'm writing to tell Jack that I didn't mean what I said in my last letter."

"What did you say in your last letter?"

"That I didn't mean what I said in the one before."

Hardly the Same

Fullback (looking at semester grades)—"Well, I'm as famous as Washington now."

Halfback—"How do you figure that?"

Fullback—"Well, I went down in history."

Nightly Reminder

"Did you ever hear from the \$10 our neighbor Jones borrowed from you?"

"Every night! He used it for a down payment on a hi-fi set!"

It Didn't Take

"I am delighted to meet you," said the father of the college student, shaking hands warmly with the professor. "My son took algebra from you last year, you know."

"Pardon me," said the professor, "he was exposed to it, but he did not take it."

A Version of History

"What did the Puritans come to this country for?" asked a Massachusetts teacher of a class in American history.

"To worship in their own way, and make other people do the same," was the reply.

Why He's Nervous

"How come you look so worried?"

"I'm trying to make up my mind about going to a wedding tomorrow."

"Who's getting married?"

"I am."

The Score

She (at concert)—"What's that book the conductor keeps looking at?"

He—"That's the score of the overture."

She—"Oh, really, who's winning?"

Lacks Punch?

She—"Your kisses are like a popular drink."

He—"Powerful?"

She—"No, old fashioned."

Meant Well

Artist—"Now, here's a picture—one of my best, too—I've just finished. When I started out I had no idea what it was going to be."

Friend—"After you got through, how did you find out what it was?"


Understandable

Husband (during a quarrel)—"You talk like an idiot."

Wife—"I've got to talk so you can understand me."

FIFTY YEARS AGO

in Our Magazine



Vol. XIV

(From the April, 1917, issue of the TEAMSTER)

Number 4

U.S. Declares War on Germany

Loyal Americans— Will You Stand By Your Country?

In war the country needs two things: Men and money.

Rich and poor must be ready to make patriotic sacrifices. But the poor man will make the greatest sacrifices. He will do the bulk of the fighting, because he forms the bulk of the population. He will offer to his country more than life itself—for, if killed or disabled, he leaves his wife and children helpless, dependent on charity or the state.

But war does not only demand its toll of human life. It requires a limitless expenditure of money. Never in the history of wars has money been so necessary to military success. (Great Britain alone is spending thirty-five million dollars a day as her share of the war's expense.)

What, then, is the duty of all citizens of means, those who have a comfortable surplus, and especially all who will remain at home protected by the sacrifice of the nation's young manhood? The least that can be done by men and women with bank accounts, the men too old to fight, and all other people of means who do not go to the front, is to bear their share of the nation's burdens by the free and prompt offering of their wealth to the nation's cause. America needs more than spoken loyalty from its citizens who stay at home. It needs real support.

People Urged Not to Hoard

While prices on foodstuff are soaring away up in the air, do not become frightened. Do not run to the bank and pull out the few dollars you have there and buy large stores of food. This will only help the speculator. Buy as you go, or as you have been doing in the past. It is almost impossible to understand how prices have gone to where they are, but we should remember that we are supplying the world with food, or endeavoring to do so. You would think at least that the preservation of the people in our own country would be the first consideration of our government. If a condition similar to ours existed in any other country legislation would immediately be enacted to remedy the situation. It is useless to be making appeals to money sharks or food speculators for justice. The world is selfish. If this condition continues, that is, prices continue to increase it may be the best thing that ever happened in this country, because the multitude may force Washington to enact legislation whereby the government may take over the food problem of the nation and see to it that the poor people are properly fed. It will also have the effect of establishing economy among the people and there will not be so much foodstuff wasted. Everyone will realize the necessity of saving, so after all there is no great need for becoming discouraged. Out of all this turmoil some good may result.

President Wilson Signs Declaration April 6; Warns Against Exploitation

The President of the United States, at his first statement of the need of war, declared also the necessity of vigilance for democracy. He warned, by implication at least, against permitting the war to be a medium of greed and exploitation. He cautioned against vast loans whose inflation of credits would add a grievous load of debt and insecurity for generations to come upon the people.

The emphasis of all public thought and feeling of genuine patriots will now be upon this issue of democracy and liberty. It was such groups of workers and fighters as the Welsh miners and their equivalent groups in the other countries of Europe who threw such safeguards around liberty as still prevail in the war-stricken countries of Europe. The miners answered the unworthy taunts of English employers at the beginning of England's participation in the war by saying

that they would work without wages if the employers would give their coal without compensation. It was the Seamen's Union of Great Britain who showed from the official shipping records that since the war began the freight charges on wheat imported into the country were from two to three times as high as the value of the wheat itself.

Our own previous wars have attested the shameful fact that great fortunes are founded by the exploitation of the people in war. America in the supply of munitions to the European belligerents are further proofs that greed uses war as well as peace for its plunderings.

Pledge To Discourage Profiteering

I hereby demand that the Congress of the United States shall immediately enact legislation providing substantially for the following war measures:

1. That there shall be levied on all net incomes in excess of \$2,000 (for unmarried persons) and in excess of \$3,000 (for married persons) an annual war tax, beginning at 2 per cent, and increasing on a sliding scale to a point which will permit of no individual retaining an annual net income in excess of \$10,000, such war tax to continue until all bonds, treasury notes and other obligations issued for war purposes are paid.

2. That all war supplies or

war service, including transportation, shall be furnished to the government at a reasonable profit, to be fixed by Congress.

3. That Congress shall enact legislation preventing the sale of necessities of life during the war at excessive profits.

4. That intentional failure to supply the government with correct figures as to income or as to profits on such sales and service and that furnishing the government with defective war supplies shall be a felony, punishable by imprisonment.

I pledge myself to support and use my influence, in so far as I am able, to further the prompt enactment into law of such measures.

TO THE PUBLIC AND CON



VENDING MACHINES



SUPERMARKETS



NEIGHBORHOOD MOVIES

ARE YOU BUYING CANDY FROM AN UNFAIR MANUFACTURER AT ONE OF THESE PLACES?

PLEASE DON'T BUY



Please don't buy from this store any candy manufactured or distributed by Hollywood Brands, Inc. or its Hollywood Candy Company Division. Some of the brands of candy manufactured or distributed by this company are.

Big Pay—Big Time—Butter-Nut—Hollywood—Milk Shake—Pay Day—Polar—Snow King—Teddy Bear—X-Tafy Nut—Zero—Also: Combination specials—Sunday and Tuesday.

HOLLYWOOD BRANDS, INC. IS UNFAIR. HERE IS WHY:

On March 16, 1966 the National Labor Relations Board conducted a secret ballot election among the employees of Hollywood Brands, Inc. at its Centralia, Illinois plant. These employees voted 278 to 193 to have Teamsters Local 50 represent them as their collective bargaining representative. The National Labor Relations Board then certified Teamsters Local 50 as the employees' exclusive collective bargaining representative. In spite of these facts, and in violation of the National Labor Relations Act, this company refuses even to meet with Teamsters Local 50 to bargain with them for a contract containing decent wages, hours and working conditions for these employees. Here is what

the National Labor Relations Act says about an employer like this:

"It shall be an *unfair labor practice* for an employer to refuse to bargain collectively with the representatives of his employees."

On December 8, 1966 an NLRB Trial Examiner issued his Decision, finding that Hollywood Brands, Inc. is *guilty* of violating the above quoted section of the National Labor Relations Act by its refusal to bargain with Teamsters Local 50.

In the meantime, Hollywood Brands, Inc. continues to work its employees under substandard wages, hours and working conditions.

We are not asking the employees of this store, or other personnel doing business with this store, to refuse to sell, pickup, display, deliver or transport goods or perform any service connected with the products of this company. We are appealing to you, the public and consumer, to show your disapproval of this company violating the law and to help maintain the American work standards established by our organization by refusing to purchase any candy manufactured or distributed by **HOLLYWOOD BRANDS, INC.,** or its Hollywood Candy Company Division, until it negotiates a contract with this union covering its employees at its Centralia plant. Morally and legally we are justified in asking for your support and hope you will extend it to us by buying candy that is produced and distributed by companies that employ union labor.